The SIGNALMAN'S Journal

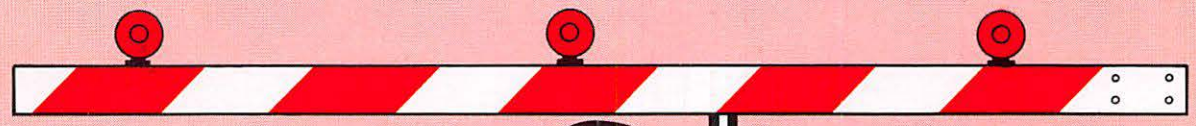
Signalman Sam

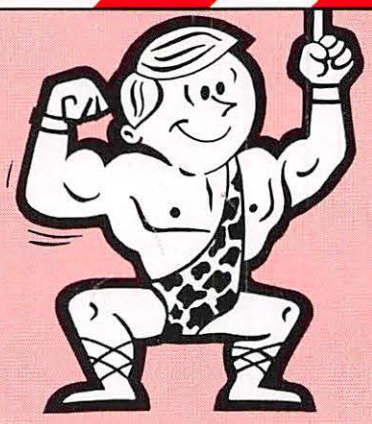
Signalmen general chairmen attended a leadership training seminar at the George Meany Center for Labor Studies in Silver Spring, MD. Written and oral communications were emphasized in the week-long seminar in July. Picture identification is on page 3; story begins on page 10.

OCTOBER 1978

Safetran

ALUMINUM/FIBERGLASS "COMBO" GATE ARMS





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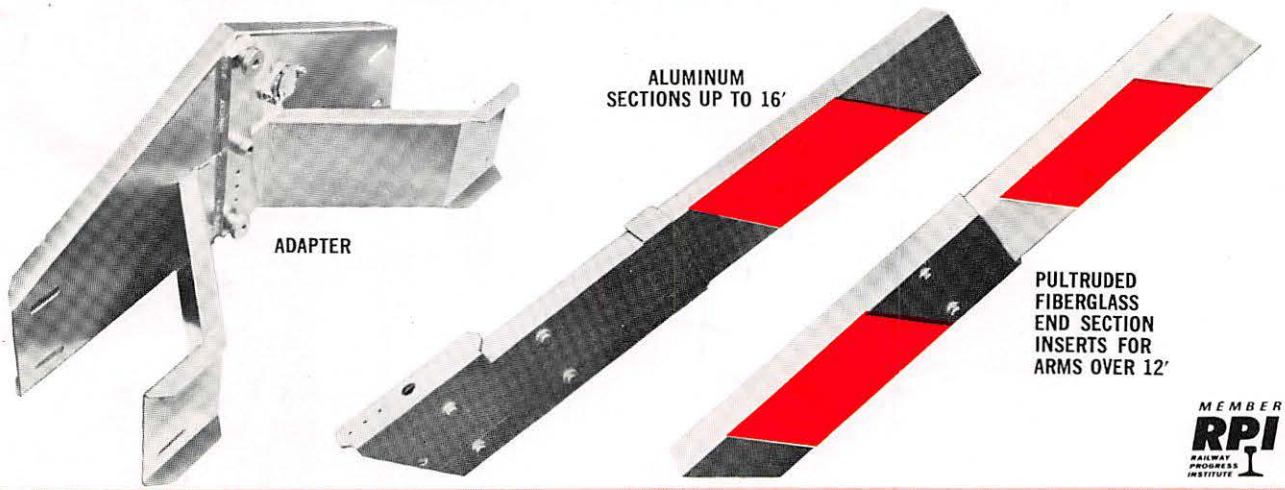

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The SIGNALMAN'S Journal

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

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Cover: Front row (from the left) are: Bill Gillen, assistant director at the Labor Studies Center; Witt Harwell, BofRS vice president; Bill Class, BN; Walt Lauer, BofRS grand lodge representative; Hod Hodsdon, Soo Line; Paul Stevens, N&W vice general chairman; Henry Gerth, C&NW-RI; Frank White, SP T&L Lines, StL-SF, MKT; Charlie Vaught, Southern; Bill Woodruff, ICG; Dick Van Vacter, AT&SF. Standing (from the left) back row are: George Harrington, BofRS trustee; Gordon Cole, Labor Studies Center communications professor; Ken Raney, StLSW; Bob Richardson, assistant general chairman, general secretary-treasurer, BN; Tony Cunningham BofRS trustee; Bob Mitchell, BofRS grand lodge representative; John Hogan, LI; Irwin Lieberman, referee; Harvey Parker, C&O; Pete Frye, BofRS vice president; George Gross, SCL; John Bass, BofRS vice president; Walt Altus, BofRS vice president; Louis Sedlacek, UP; Val Van Artsdalen, SP. All are general chairmen unless otherwise identified.

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Cloth Emblems			$1.50	
Coasters:				
	red and green		.25	
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CLOTH EMBLEM with BofRS in white letters on red border, two locomotives, and green over red searchlight signal.

COASTERS with BofRS emblem come in red, white and green; 3-inch diameter.

PLAYING CARDS with BofRS emblem are now available. These high quality cards come in the conventional bridge decks, including jokers. Cards and emblems are in color.

GOLF CAPS with BofRS in color are available in small, medium or large with adjustable head band. These lightweight net caps come in red, black or white.

The eight-volume **SIGNALMAN'S TRAINING COURSE** covers the following subjects:

1. Electricity, circuit symbols and nomenclature
2. Signal symbols and nomenclature
3. Automatic block signaling, time code control, electronics
4. Traffic control systems and power switch machines
5. Highway grade crossing warning systems, FRA RS&I tests
6. Remote control and automatic interlockings
7. Ctc machines and their operation
8. Maintenance of signal equipment

SIGNALMEN'S DECAL has adhesive backing so it can be applied to glass, leather, metal, etc. for BofRS identification on car windows, bumpers, luggage, hard hats, etc. The emblem is 4-inches or 3-inches in diameter. It has a red border with white letters. The signal displays green over red.

Metal **COLORLIGHT SIGNAL LAPEL PIN** 1/2-inch in diameter with signal showing green over yellow over red on white enamel background. Signal and pin outlined in gold.

BofRS **LAPEL PIN** identical to decal except letters and outline are in gold.

Red nylon **WINDBREAKERS** with elastic sleeve ends that fit tight to the wrists and with a drawstring at the bottom to pull tight to the waist come in three sizes: small (36-38); medium (40-42); and large (44-46). Two slash pockets and a cloth BofRS patch on the left front complete these men's jackets. The windbreaker is machine or hand washable in warm water.

A **HISTORY OF THE BROTHERHOOD OF RAILROAD SIGNALMEN** has been written by the late A. E. Lyon, president emeritus, which covers the 75 years of the Brotherhood since its founding in 1901.

MASTER NATIONAL AGREEMENT BOOK has the basic provisions of national agreements negotiated with U.S. railroads and the BofRS. They are contained in a loose-leaf binder with 2-inch rings so there is room for additional material, such as local agreements. The 23 sections are:

A Summary of wage changes
B Summary of other benefits
C Washington job protection agreement of 1936
D Vacations
E Union shop agreement
F Holidays
G Claim and grievance handling
H Health and welfare
I Force reductions
J Employment security
K Travel time and away-from-home expenses
L Off-track vehicle accidents
M Jury duty
Mc Current agreement
N Overtime
O Camp cars
P Apprentice programs
Q Change of residence
R Earnings deduction in discipline cases
S Supplemental sickness benefits
T Union dues checkoff
U Amtrak C-1, C-2
V Seniority modification agreement

News

"Signalman Sam" winner receives savings bond

Charles R. Ahlert, Jr. (right) local chairman of Grand Central Terminal Lodge 160, receives a $100 U. S. Savings Bond from Richard J. Szprygada, assistant general chairman, Penn Central General Committee. The savings bond is Brother Ahlert's award for naming our man "Signalman Sam." The award was made at the August 30 regular meeting of Local 160. Brother Szprygada presented the award on behalf of the Brotherhood and represented President R. T. Bates.

BofRS and Monongahela sign new agreement

A new agreement was signed between the Brotherhood of Railroad Signalmen and The Monongahela Railway Company at Brownsville, PA. Signing for the Brotherhood were: George Ignotz, general chairman and Witt B. Harwell, Jr., vice president. For the carrier, Richard B. Jones, director labor relations and personnel, signed the agreement.

Negotiations on the new agreement, which supersedes a 1934 agreement, has been conducted by Vice President Harwell and General Chairman Ignotz. They were working with James K. Emery, supervisor labor relations and personnel along with Jones and Superintendent David E. Gratz. The new agreement completely revises and updates the previous 1934 agreement. Work on this revised agreement was conducted over several months this year and was successfully concluded with the signing on June 24.

R. D. Jones (left) director labor relations and personnel, Monongahela, signs his copy of the new Signalmen's agreement along with George Ignotz, general chairman BofRS.

The camera catches a pleasant moment on the Monongahela at Brownsville, PA, upon the signing of a new agreement between the BofRS and the Monongahela Railway. Shown here seated are: R. D. Jones (left) director, labor relations and personnel and George Ignotz, general chairman. Standing (left to right) are: David E. Gratz, superintendent; James K. Emery, supervisor, labor relations and personnel; A. Dan Grueser, Jr., division engineer: John F. Smith, supervisor, signals and communications; Witt B. Harwell, Jr., BofRS vice president and J. Gregg Parkins assistant director, labor relations.

BofRS and ICG work on agreement

At a recent meeting at BofRS headquarters in Mt. Prospect, IL, Illinois Central Gulf General Chairman Billy Joe Woodruff (left) and Vice President Witt B. Harwell, Jr., discussed proposed changes in the signalmen's agreement with the carrier.

Michael Hagan (left) manager of labor relations, ICG, and Katie Safstrom, labor relations assistant, discussed the proposed changes with Brothers Woodruff and Harwell.

News Cont'd.

Signalmen sign Tex-Mex agreement

Texas Mexican Railway President Ben F. Wright, Jr., signs an agreement reached between his company and the Brotherhood of Railroad Signalmen. The new agreement was worked out between the Texas Mexican President and General Chairman Frank J. White (standing right). Assisting in the negotiations was BofRS Vice President John T. Bass (left). The Signalmen served a Section 6 Notice on the Carrier on February 7, 1978 concerning negotiation of a new agreement, which was signed on June 12 of this year and became effective July 1st.

Some unemployment benefits ended in July

Under the law, railroaders with less than 10 years of service are eligible for extended unemployment benefits only during a "period of high unemployment," either in the railroad industry or nationally. The current "period of high unemployment" is ending because the railroad rate of unemployment, which is currently the determining factor, has been below the minimum level of 4.5% for the required three consecutive months. Consequently, unemployed railroad workers with less than 10 years of service whose normal benefits have been exhausted cannot begin to receive new extended benefits after July 20, 1978 (the day the "period of high unemployment" ends). However, employees on the extended benefit rolls at that time may continue to draw extended unemployment benefits for up to a total of 13 weeks.

Employees with 10 or more years of service are not affected by the change in the rates of unemployment and can receive extended benefits regardless of whether or not there is a "period of high unemployment."

Amtrak goes for tighter pass regulations

Increased emphases is being placed on enforcement of Amtrak's pass policies to eliminate fraudulent use of rail travel privileges and violations of space availability regulations by both Amtrak employees and other railroad personnel.

Instructions have been issued to confiscate passes of persons suspected of abusing their pass privileges. These will be reported to Amtrak's police and security staff for immediate investigation.

Amtrak Operations control has been asked to have space controllers make frequent checks in the Automatic Reservation and Ticketing System (ARTS) of pass users for fictitious names, unusual reservations and suspicious cancellations in an effort to find persons who try to get around Amtrak's advance reservation policy.

Beginning August 1, ticket agents will require a second form of positive signature identification to compare with the signatures of employees and spouses on their Rail Travel Privilege Card.

Suitable identification is also required when a ticket is presented to the ticket seller for any other purpose.

Amtrak employees and other railroad personnel are asked to protect their pass privileges and to report any abuses they might run across to the Director, Police and Security, Amtrak Corporate Headquarters, 400 North Capitol Street, N.W., Washington, D.C. 20001.

Pass riders are also cautioned that conductors have instructions to ask for positive signature identification from anyone riding on a pass.

Lack of such proper identification in the past has resulted in some embarrassing incidents.

Pass holders usually do carry their rail travel privilege card with them, but dependents—who would not have the pass holder's card along with them—should be prepared to show the conductor some proper identification on request.

Some confusing situations have occurred in the past when pass tickets were made out in the name of a pass holder but were being used by dependents. Particularly troublesome are tickets being used by dependents whose last names may differ from the pass holder.

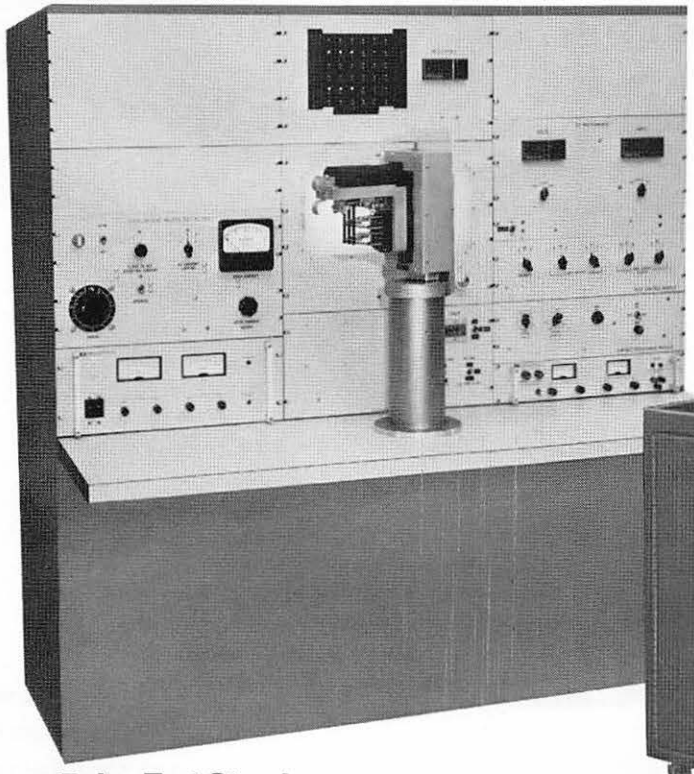
To minimize such situations, pass holders are asked to tell the ticket seller—when they request their tickets—who will actually be using the ticket so his or her name can be entered on it.

Signalmen Wanted

Signalmen's positions on the Atchison, Topeka & Santa Fe Railway are available in Arizona, California and New Mexico. If interested please contact Paul C. Qualls, Employment Supervisor, Santa Fe Railway, 80 East Jackson Boulevard, Chicago, IL 60604.

An Equal Opportunity Employer

The best test of WABCO products- WABCO test equipment.



Relay Test Stand

El Cab Signal Test Console

WABCO designs and builds railway signal and control systems from the components on up. So we know the best way to test them – with equipment specifically designed for that purpose.

The WABCO Relay Test Stand, for example, provides an accurate and economical method of simulated-use and design-specification testing for adjusting and inspecting plug-in and shelf relays. The stand instrumentation provides precise digital measurements of applied voltage and current, pickup and drop-away current, time and voltage, as well as individual contact resistances.

For testing an El Cab Signal System, WABCO manufactures the El Cab Signal Test Console, a completely self-contained signal generation system. The test console simulates wayside rail circuit electronics, which interface with cab components and cab-carried signal equipment. The console generates variable speed signals, wheel diameters, wayside carrier frequencies and code rates.

In addition to the two units covered here, WABCO also provides test equipment for Transit Cab Signals, 601 Code Systems, Automatic Vehicle Identification Systems, and for the testing of our new LSR-20 Locomotive Dual Speed Control Unit.

For more information, write: Union Switch & Signal, Westinghouse Air Brake Company, Swissvale PA 15218.

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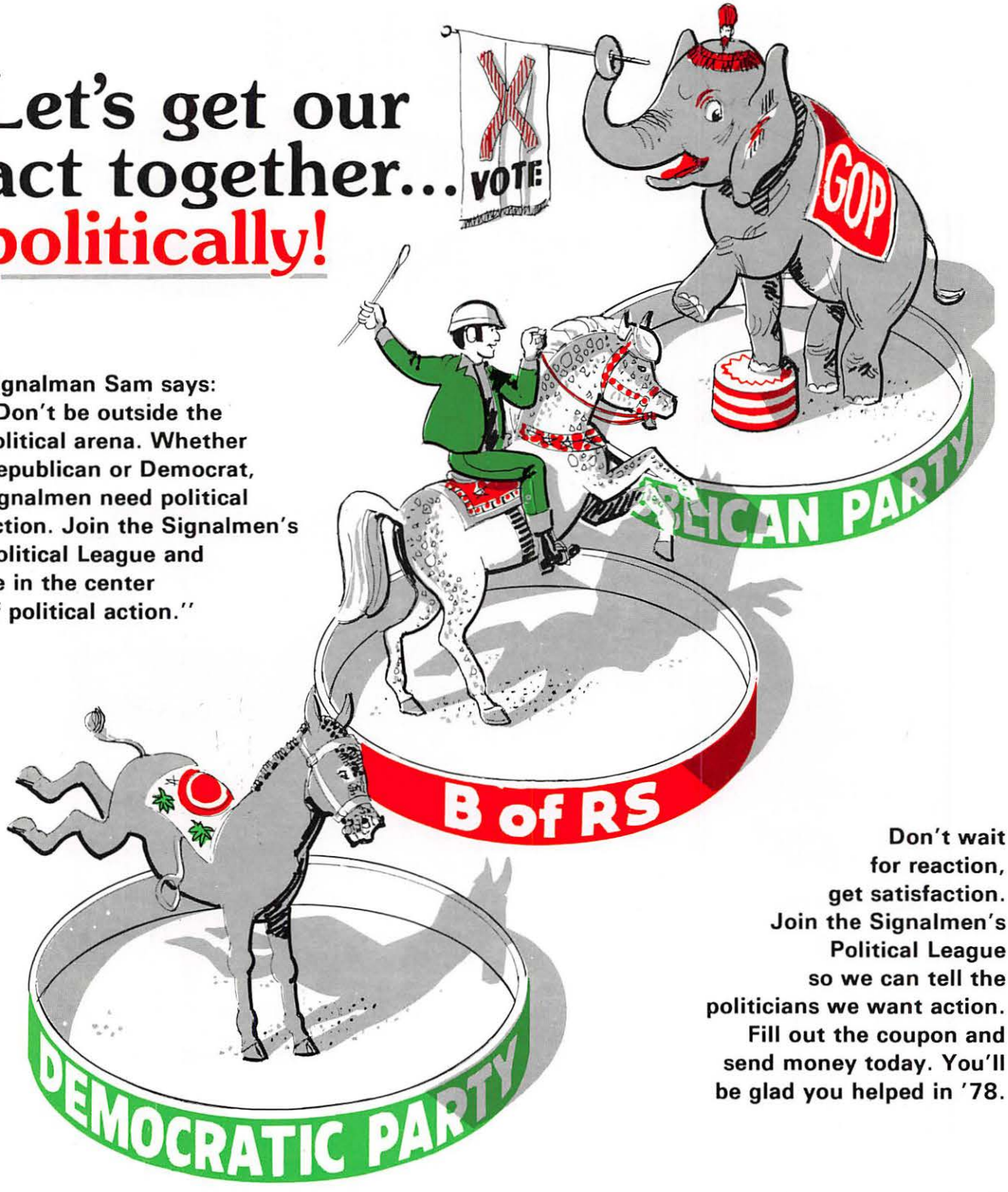
Let's get our act together... politically!



Signalman Sam says: "Don't be outside the political arena. Whether Republican or Democrat, signalmen need political action. Join the Signalmen's Political League and be in the center of political action."

Don't wait for reaction, get satisfaction. Join the Signalmen's Political League so we can tell the politicians we want action. Fill out the coupon and send money today. You'll be glad you helped in '78.

To: W. D. Best, Treasurer, **Signalmen's Political League, 601 W. Golf Rd., Mt. Prospect, IL 60056.** Here is $2 or more to help SPL carry out its campaign for good government. (Please make check or money order payable to Signalmen's Political League.)

_____ **Active Member** _____ **Retired Member**

Name _____ **Certificate No.** _____

Address _____

City _____ **State** _____ **Zip Code** _____

A copy of our report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission 1325 K Street, N.W., Washington, DC 20463.

NCSC Tips for Seniors

- For seniors traveling this summer: If you have to visit a doctor or a hospital, your Medicare claim must be filed with the claims officer of the state in which the medical care was received. A booklet, "Your Medicare Handbook," which lists the names and addresses of carriers in every state is available free at your local social security office.

- Like to garden? If so, you may wish to take advantage of a service offered by the U.S. Department of Agriculture (USDA). USDA will make a free chemical analysis of your soil to determine if your soil is lacking some necessary minerals. All you need to do is send a small sample to the USDA Extension Service located in your county.

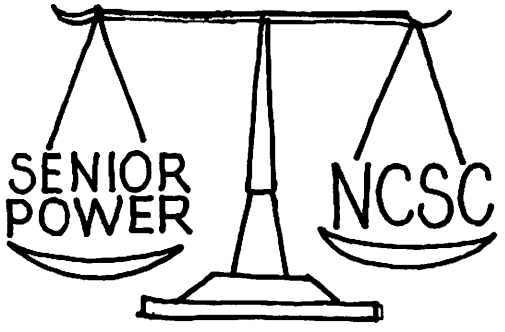
- The National Park Service now offers a "Golden Age Passport" to all persons 62 or over. The passport entitles the holder to free entrance to any national park or recreation site, and a fifty per cent discount on camping fees. The passports are obtainable without charge at any national park that charges an entrance fee.

- Effective January, 1979, it will be possible for women now collecting widow's benefits under Social Security to remarry and still collect these benefits. If you should marry before that time, the old law, which cuts off widows' benefits on remarriage, still applies.

Congress listens to the organized elderly. Join the ***National Council of Senior Citizens*** *and make Congress listen to you!*

SUPPORT NCSC— JOIN TODAY!

Write National Council of Senior Citizens 1511 K St. N.W. Washington D.C. 20005



TO BECOME AN ACTIVE MEMBER OF THE NATIONAL COUNCIL OF SENIOR CITIZENS, COMPLETE AND MAIL THE FORM BELOW

YOUR NCSC MEMBERSHIP APPLICATION

ANNUAL MEMBERSHIP DUES (Check One)

☐ individual—$4.00 ☐ member of supporting club or union—$3.50

☐ family (includes your spouse)—$5.00

☐ lifetime (individual or couple)—$100.00

name of club or union retiree group, if applicable

your name

address

city state zip

Mail this application with your check to: NCSC, 1511 K Street, N.W., Washington, D.C. 20005

8—The negotiating committee did not have much confidence in the company lawyer.

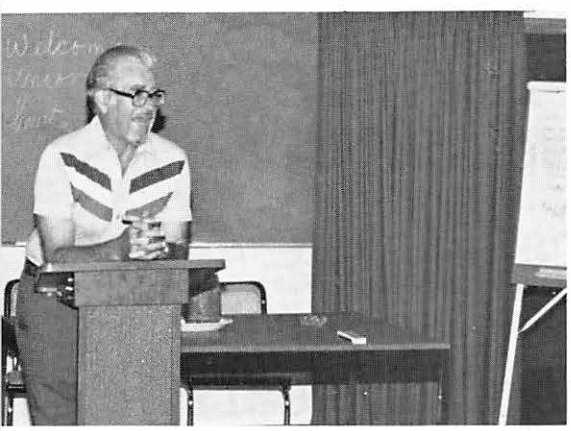
9—This is only one of the points that never would have been made unless the chairman had not raised it.

10—He didn't tell the story for nothing.

Answers are on page 40.

Homework Too!

Cole also assigned homework to the general chairmen to help them sharpen their writing skills. Everyone had to write a letter to a new member inviting him to the next meeting of his local. These letters had to be written overnight. Another assignment was to write a report covering a general committee meeting. Not minutes, but a report that could be published in The Signalman's Journal (it was an assignment only). Also, some students were asked to write a letter to the Federal Railroad Administration concerning unsafe working conditions on their railroad. Selections of all three assignments were published in a souvenir issue of The Signalman's Journal that was distributed to students at their graduation ceremony on Friday morning.



Irwin M. Lieberman, referee and professional educator, discussed the handling of grievance and discipline cases before Public Law Boards.

Case preparation is most important when planning to use Public Law Boards

Irwin Lieberman, referee, presented cogent reasoning for the proper preparation of a grievance case or a discipline case. Although he spent time talking about presenting such cases before Public Law Boards, he backed up and discussed development of a case and the importance of proper investigation and preparation while the case is still on the carrier's property. Some key points he made:

—Know what rule of the agreement is violated, by whom, when and how was it violated.

—Be specific and clear about the claim or grievance.

—Investigate before writing the claim.

—Progress claims to settle on the property.

—In letters to the carrier, say precisely what you want. In the first letter, the facts should be clearly stated and the rule that was violated should be mentioned.

—When past practice is a controlling factor, present evidence to support such a claim. Get men to say what they do. Such statements can be most effective in supporting past practice. Past practice to be effective must be unambiguous and long term standing.

While handling on the property, that is, with the carrier, efforts should be made to rebut carrier's facts and arguments. The letter to the carrier before the final conference with the carrier's highest officer is most important. Letters during handling are important. For example, written confirmation should be made of telephone calls, oral understandings, etc.

Lieberman emphasized that rebuttals are important. He said it gives the opportunity for the union to blunt the carrier's claims and to provide the opportunity for the union to restate its case.

Oral presentations of grievance cases before Public Law Boards can be an effective way for the union to emphasize its case. Basically the union should re-emphasize its case, rebut the carrier's case and be able to convince the referee the justification for the union position. Appearing before a PL Board provides the union the opportunity to emphasize the strong points of its case as well as a major opportunity to rebut the carrier's position.

Concerning discipline cases before PL Boards or referees, Lieberman said that a key factor and evidence to consider is the investigation on the property. The investigation and the transcript of the investigation are essentially the case. The burden of proof is on the carrier in discipline cases. He pointed out that it is important for the union representative preparing the discipline case for a Board to carefully analyze the transcript of the investigation before writing the submission.

Signalman Sam says: It's important to know what you are doing when making wiring changes. The same can be said for working safely. Know where you are, what you are doing and always be safety conscious.

NCSC Tips for Seniors

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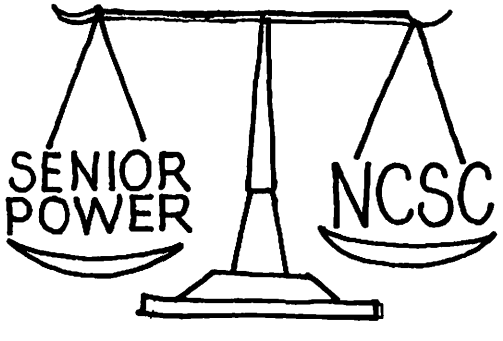

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ANNUAL MEMBERSHIP DUES (Check One)

☐ individual—$4.00 ☐ member of supporting club or union—$3.50

☐ family (includes your spouse)—$5.00

☐ lifetime (individual or couple)—$100.00

name of club or union retiree group, if applicable

your name

address

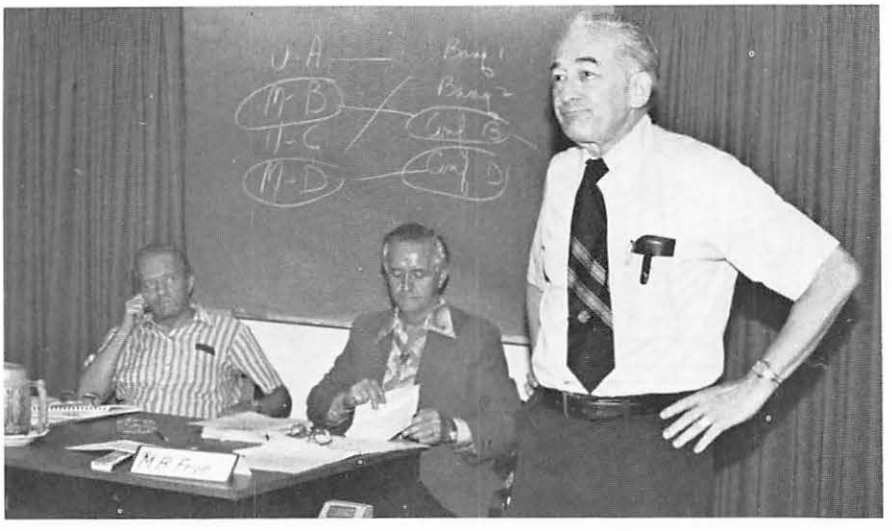
city state zip

Mail this application with your check to:
NCSC, 1511 K Street, N.W., Washington, D.C. 20005

Wives and daughters attended the Sunday evening orientation session at which the general chairmen were told about the coming week's work. Also, they learned that Wednesday had been set aside for a general chairmen's meeting at which time President Bates would tell them about the national mediation agreement that had tentatively been reached between the Signalmen and the nation's railroads.

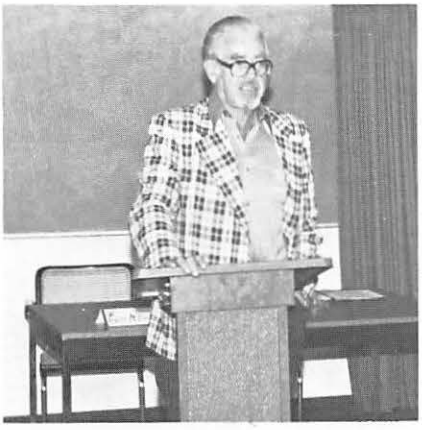
Signalmen attend school

William A. Gillen (left), assistant director, Labor Studies Center, worked with BofRS Vice President "Pete" Frye in directing the training seminar.



Gordon Cole (standing), adjunct senior staff associate and former editor for the Machinists union, taught the importance of and some basics in written communications. Homework assignments included letter writing, a basic function of the general chairman.

President R. Thomas Bates, BofRS president (standing) welcomed the general chairmen to the leadership training seminar and wished them well in their work. Also, he informed them that a tentative agreement had been reached on the national level.



Irwin M. Lieberman, referee and professional educator, taught the fundamentals of handling cases before public law boards.

Nicholas H. Zumas, attorney and arbitrator, heard discipline and grievance cases presented by the general chairmen.

How to write more clearly

Eight rules for clearer writing were presented to the general chairmen, plus some exercises to enable them to write in more understandable language. Here are the eight rules as recommended by Gordon Cole, the instructor for this writing portion of the general chairmen's leadership training seminar:

—Write simply and directly. A conversational tone makes your writing readable. Read it aloud; it should sound like you talk. Avoid pomposity. When you have a choice, prefer the shorter word.

—Use active verbs. Don't smother action with too many passive verbs.

—Use words your reader can picture. Use close-up, concrete nouns. Avoid far away, abstract words. Shop language is best, when printable.

—Use descriptive adjectives. Avoid judgemental adjectives such as "good" and "bad," "right" and "wrong."

—Be positive; avoid negatives. Tell the reader what is, rather than what isn't.

—Translate the jargon. Remember that most members don't understand the union jargon some chairmen use.

—Avoid unnecessary words. Read over what you write and cross out every unneccessary word.

—Keep sentences and paragraphs short. Vary the length of your sentences. Try to average 20 words or less.

To help select the correct word or the most appropriate word for the specific writing at hand, two books are most useful. They are the Merriam-Webster Collegiate Thesaurus and the New Collegiate Dictionary.

The Thesaurus will aid the writer in finding a more appropriate word than the one he has in mind. The Merriam-Webster Thesaurus contains synonyms (words or expressions of the same language that have the same or nearly the same meanings), antonyms (a word of opposite meaning), related and contrasted words, phrases and idiomatic equivalents.

The Merriam-Webster New Collegiate Dictionary contains over 75,000 words that are defined. Also included are foreign words and phrases, biographical names, colleges and universities, signs and symbols and a handbook of style.

Writing can be rewarding, but it's work!

At one of Gordon Cole's sessions on writing, students were asked to find 44 short words to substitute for more formal or pompous ones, such as "tell" for "advise." Hard at work are (left to right): Henry Gerth (C&NW); Frank White (SP-T&L-StL-SF-MKT); George Gross (SCL); Paul Stevens (N&W); and John Hogan, (LI).

From left to right: Bill Class (BN); Bob Richardson (BN); Louis Sedlacek (UP) and Dave McCarty (MP) find it no easy chore to select the right word.

Pete Frye (BofRS); Ken Raney (StLSW) and George Harrington (SCL) were involved in the various writing exercises under Gordon Cole's fine instruction.

Walter Altus, BofRS vice president, is used to handling cases at the National Railroad Adjustment Board, hence may be more experienced in writing, and finished early.

Witt Harwell (BofRS); Walt Lauer (BofRS) and Bob Mitchell (BofRS) found the writing exercises challenging, to say the least.

Hard at work are (left to right): W. D. Best (BofRS); Tony Cunningham (BofRS); Dick Van Vacter (AT&SF); Val Van Artsdalen (SP); and Harvey Parker (C&O).

Rounding out the class are these men (left to right): Bill Woodruff (ICG); Sam Bass (DT&I); Ed Hodsdon (SOO); and Charlie Vaught (SOU).

Short words can help you to write better

One of the exercises given the general chairmen by instructor Gordon Cole was to write down some short words in place of the long or pompous words provided in a list. Try your hand at it and see if you can come up with short words for each of the words shown below. Answers are on page 40.

1—advise _____

2—affirmative _____

3—appear _____

4—ascertain _____

5—complete _____

6—comply _____

7—constitute _____

8—cooperate _____

9—deceased _____

10—deem _____

11—desire _____

12—determine _____

13—disclose _____

14—effect _____

15—ensue _____

16—execute _____

17—failed to _____

18—forward _____

19—furnish _____

20—inasmuch as _____

21—inconvenience _____

22—indicate _____

23—initial _____

24—insufficient _____

25—in the event that _____

26—locate _____

27—negative _____

28—obtain _____

29—pertain to _____

30—presently _____

31—prior to _____

32—persuant to _____

33—request _____

34—require _____

35—residence _____

36—reveal _____

37—review _____

38—state _____

39—submit _____

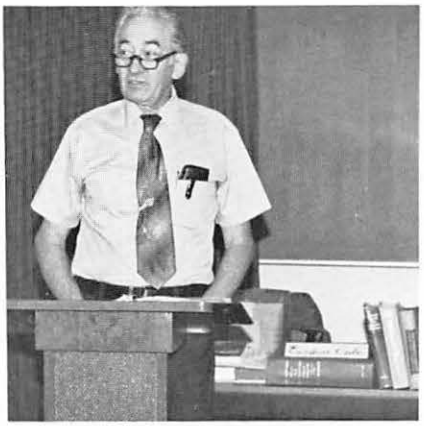
40—substantial _____

41—supply _____

42—sustain _____

43—terminate _____

44—transpire _____



Gordon Cole, former editor, International Association of Machinists & Aerospace Workers, taught the fundamentals of good writing.

Here's help for your writing

In addition to short words, Cole recommended four other basics that make for good writing:

1—Omit needless words to save your readers time and trouble. Clear writing is concise and direct.

2—Eliminate unnecessary words. Why use three or four words when one will do?

3—Active verbs are more forceful than passive verbs.

4—Write what is, not what is not.

Here are four more exercises that can help you improve your writing, hence your ability to communicate.

Omit Needless Words

In this exercise edit out unnecessary words, passive verbs and awkward phrases. Change the wording but not the meaning. Of these 116 words, how many can you save?

The shop committee came to the conclusion that management would not seriously consider making alterations in the contract language unless and until the members engaged in a picketing demonstration outside the plant.

After thoroughly dissecting the proposal in discussion and debate, it was utterly rejected by the members. It was made perfectly clear by some of the speakers that the organization should not provide assistance to demonstrators or strongly support their program of action.

The committee's report was printed so that changes and amendments could be proposed by any member if they came to the conclusion that the facts were too meager in nature to support that kind of action. Of course, some members honestly admitted their interest.

Eliminate Unnecessary Words

Many hackneyed phrases were developed by those who thought the more words you used, the more learned you would sound. They wrote that they were sending you a check "in the amount of" $10,000. You can say it in one word: "for." You send your check "for" $10,000. Don't waste your time with unnecessary words. Rewrite each phrase below using as few words as possible:

1—In the amount of _____

2—At the present time _____

3—In the near future _____

4—On a few occasions _____

5—As a matter of fact _____

6—Be in a position to _____

7—In the event that _____

8—It is our opinion _____

9—In view of the fact _____

10—In order that _____

11—Kindly arrange to send _____

12—Under date of _____

13—Under the circumstances _____

14—On behalf of _____

15—In accordance with _____

Active Verbs are More Forceful

Edit the following sentences and change each to an active verb.

1—He was elected by the members.

2—The contract was signed by the new manager.

3—There were a great number of handbills lying on the sidewalk.

4—The USA's withdrawal from the ILO has been announced by the President.

5—The sight of my first union meeting will always be remembered by me.

6—At adjournment, the sound of the President's gavel could be heard.

7—In a special issue of the union journal, recognition was given to the company's problems.

8—It was not long before the steward was sorry he had said what he had.

9—He was convinced by the speaker.

10—Labor Law Reform was blocked by a few anti-union Senators from states where unions are weaker because of right-to-work-for-less laws holding the floor until it was sent back to committee. The filibuster was a success because the U.S. Senate is ruled by the minority.

Write What is, Not What Isn't

Avoid colorless, non-committal, tame, hesitating language. Edit the following sentences to make them positive statements; tell the reader what is rather than what is not.

1—He was not very often on time.

2—He did not think that individual negotiations was a sensible way to use one's time.

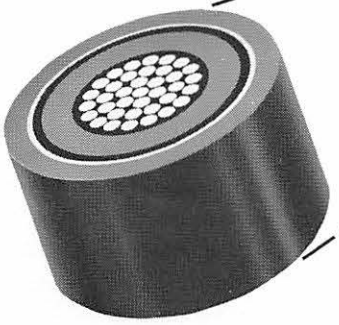
3—The old company union contract was not very strong. The grievance procedure was not clear.

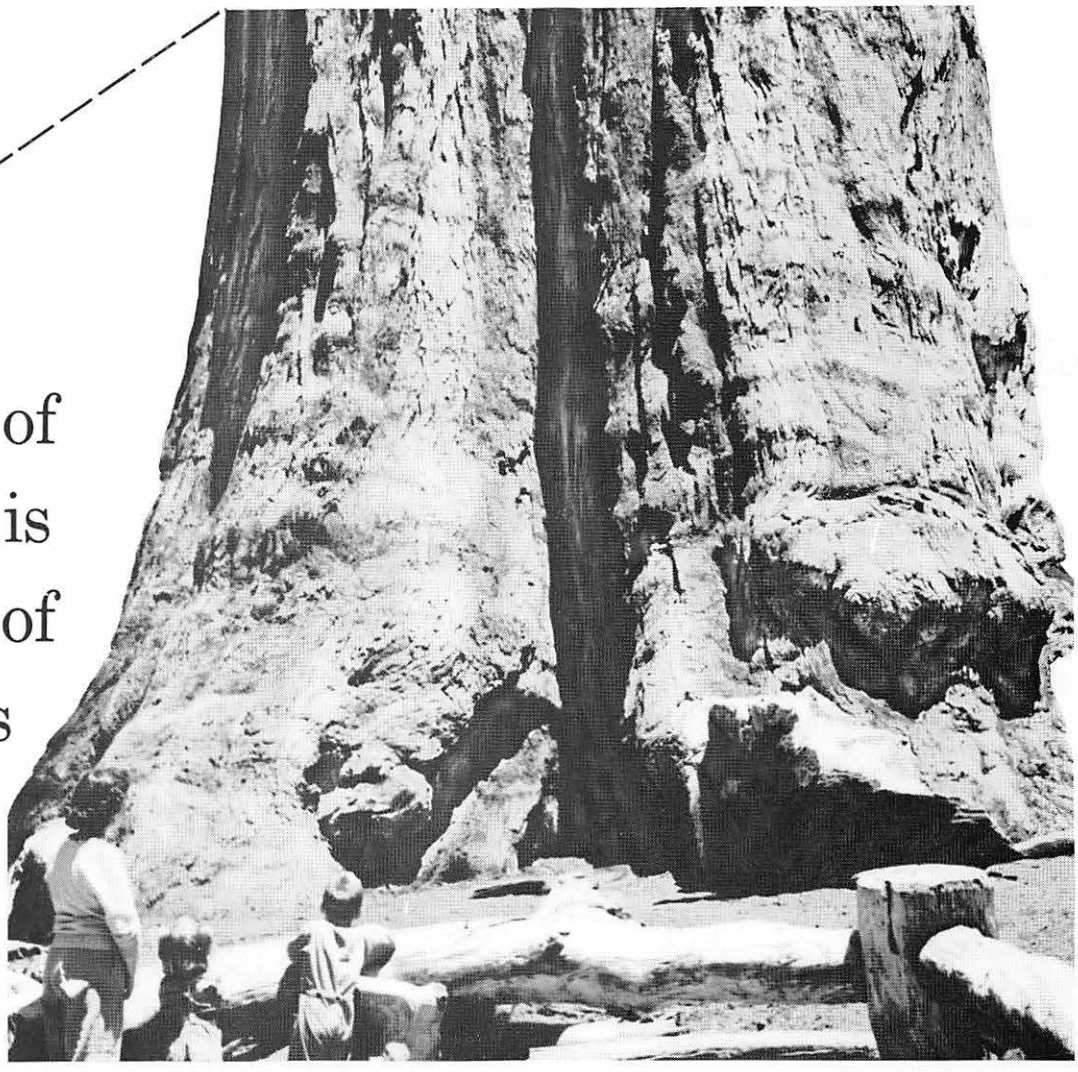
4—The Right-to-Work propaganda was not honest.

5—The criticism of the strike was not important.

6—The recording secretary did not remember to mention the motion in the minutes.

7—The chairman did not pay any attention to the protests of younger members.





Each ring of growth is mute evidence of this monarch's success in meeting the test of time.

Kerite cable also withstands the obvious rigors of nature as well as unseen stresses of severe electrical service.

Specify Kerite and get the benefit of 116 years of proven performance.

The Kerite Company • Principal Offices: Boston; Chicago; New York; Philadelphia; San Francisco; and Seymour, Connecticut • Sales Representation throughout the United States. A subsidiary of Harvey Hubbell Incorporated.

MEMBER RPI Kerite

the cable that lasts... and lasts... and lasts...

8—The negotiating committee did not have much confidence in the company lawyer.

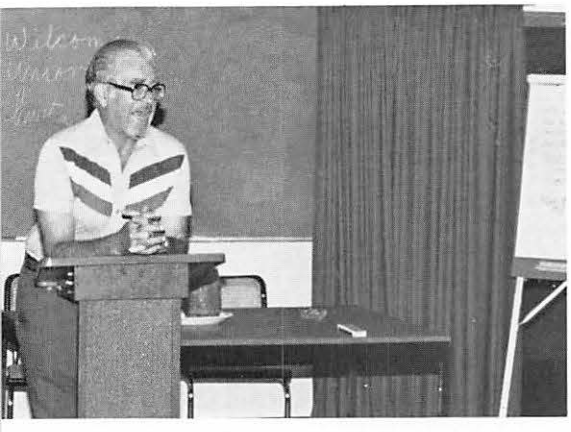
9—This is only one of the points that never would have been made unless the chairman had not raised it.

10—He didn't tell the story for nothing.

Answers are on page 40.

Homework Too!

Cole also assigned homework to the general chairmen to help them sharpen their writing skills. Everyone had to write a letter to a new member inviting him to the next meeting of his local. These letters had to be written overnight. Another assignment was to write a report covering a general committee meeting. Not minutes, but a report that could be published in The Signalman's Journal (it was an assignment only). Also, some students were asked to write a letter to the Federal Railroad Administration concerning unsafe working conditions on their railroad. Selections of all three assignments were published in a souvenir issue of The Signalman's Journal that was distributed to students at their graduation ceremony on Friday morning.



Irwin M. Lieberman, referee and professional educator, discussed the handling of grievance and discipline cases before Public Law Boards.

Case preparation is most important when planning to use Public Law Boards

Irwin Lieberman, referee, presented cogent reasoning for the proper preparation of a grievance case or a discipline case. Although he spent time talking about presenting such cases before Public Law Boards, he backed up and discussed development of a case and the importance of proper investigation and preparation while the case is still on the carrier's property. Some key points he made:

—Know what rule of the agreement is violated, by whom, when and how was it violated.

—Be specific and clear about the claim or grievance.

—Investigate before writing the claim.

—Progress claims to settle on the property.

—In letters to the carrier, say precisely what you want. In the first letter, the facts should be clearly stated and the rule that was violated should be mentioned.

—When past practice is a controlling factor, present evidence to support such a claim. Get men to say what they do. Such statements can be most effective in supporting past practice. Past practice to be effective must be unambiguous and long term standing.

While handling on the property, that is, with the carrier, efforts should be made to rebut carrier's facts and arguments. The letter to the carrier before the final conference with the carrier's highest officer is most important. Letters during handling are important. For example, written confirmation should be made of telephone calls, oral understandings, etc.

Lieberman emphasized that rebuttals are important. He said it gives the opportunity for the union to blunt the carrier's claims and to provide the opportunity for the union to restate its case.

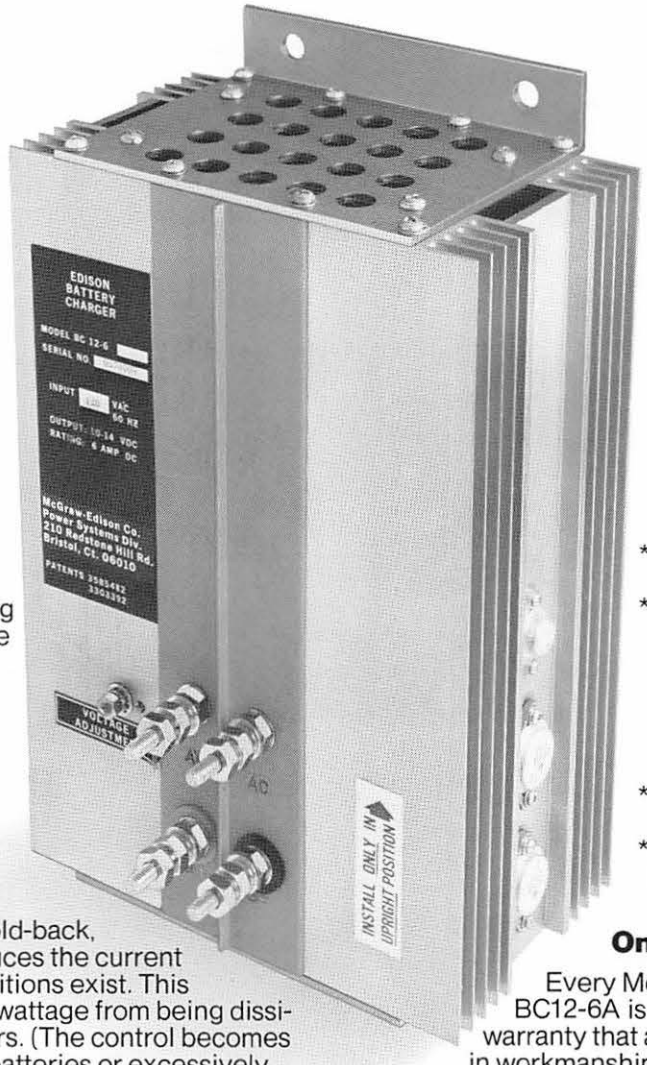
Oral presentations of grievance cases before Public Law Boards can be an effective way for the union to emphasize its case. Basically the union should re-emphasize its case, rebut the carrier's case and be able to convince the referee the justification for the union position. Appearing before a PL Board provides the union the opportunity to emphasize the strong points of its case as well as a major opportunity to rebut the carrier's position.

Concerning discipline cases before PL Boards or referees, Lieberman said that a key factor and evidence to consider is the investigation on the property. The investigation and the transcript of the investigation are essentially the case. The burden of proof is on the carrier in discipline cases. He pointed out that it is important for the union representative preparing the discipline case for a Board to carefully analyze the transcript of the investigation before writing the submission.

Signalman Sam says: It's important to know what you are doing when making wiring changes. The same can be said for working safely. Know where you are, what you are doing and always be safety conscious.

A Master Charger!

New from McGraw-Edison . . . A charger designed specifically for signaling and communications storage batteries. Economical, efficient, easy to install and adjust.



The Model BC12-6A is a master charger for servicing all railway signaling and communications storage batteries, including nickel-cadmium, nickel-iron and lead-acid on nominal 12 volt systems requiring 6 amp outputs. Remarkably easy to install and adjust, it recharges 7 to 9 cell nickel-cadmium or nickel-iron batteries and 5 to 6 cell lead-acid batteries.

A built-in automatic fold-back, current-limiting control reduces the current output when abnormal conditions exist. This feature prevents excessive wattage from being dissipated in the power transistors. (The control becomes operative with low-voltage batteries or excessively high ac voltage.)

A thermal sensing feature shuts off the charger in abnormal temperature conditions and eliminates costly damage to components. It activates automatically at 130C. This cutoff makes the charger temporarily inoperative. (When the temperature falls below 130C, the cutoff device automatically restores normal charger operation.)

Other features

* The charger brings battery to full charge from zero volt.
* Voltage range is externally adjustable (10 to 14 volts).
* Current is limited to 6 amps max.
* For built-in surge protection, an MOV is connected across the ac terminals and eliminates the need for additional surge protection—other than that normally used at an installation.
* Filtered dc output reduces ripple to a minimum, ± 1%.
* Charger operates at an ambient temperature of —40 to +160F.

One-Year Warranty

Every McGraw-Edison Model BC12-6A is covered by a one-year warranty that assures freedom from defects in workmanship and material. It is a master charger that creates a new standard of economy and performance for recharging railway signaling and communications storage batteries.

Edison batteries and chargers are now products of McGraw-Edison Power Systems Division.

For further details and specifications, write: McGraw-Edison Company, Power Systems Division, P.O. Box 28, Bloomfield, N.J. 07003.

McGRAW-EDISON

Discipline case: Teams representing employees and the company handled the case from the first investigation through to hearing before a public law board referee.

Employee Team

Employee discipline case team consisted of (left to right): David B. McCarty, local chairman, Missouri Pacific (T & P); Paul E. Stevens, vice general chairman, Norfolk & Western; William A. Class, Jr., general chairman, Burlington Northern; and John W. Hogan, general chairman, Long Island.

Richard R. Van Vacter (left) general chairman, Santa Fe, was a member of the employee discipline case team as are advisors Witt B. Harwell, Jr. (center) BofRS vice president; and Anthony G. Cunningham, BofRS trustee.

Company Team

Company discipline case team members shown here are (from the left): Kenneth D. Raney, general chairman, St. Louis Southwestern; Henry S. Gerth, general chairman, Chicago & North Western-Rock Island; Charles R. Vaught, general chairman, Southern; and George G. Gross, general chairman, Seaboard Coast Line.

Company discipline case team advisors are George A. Harrington (left) BofRS trustee; W. W. "Walt" Lauer, (center) BofRS grand lodge representative; and team member Billy Joe Woodruff, general chairman, Illinois Central Gulf.

Discipline investigation is held before company officer

At the discipline investigation, the following took part: (from the left): Paul Stevens, union representative; John Hogan, union general chairman and advisor; Henry Gerth, signal foreman who fired signalman; Ken Raney, company spokesman; Charlie Vaught, assistant signal supervisor; Bill Woodruff, company investigating officer; and Dick Van Vacter (back to camera), signalman fired by signal foreman.

Dick Van Vacter (left) played the part of the signalman; Paul Stevens (center) was the union representative; and George Gross was a company spokesman.

Referee hears discipline case; rules on the issues

Nicholas H. Zumas, attorney-arbitrator, heard the discipline case and ruled in favor of the signalman. He ruled that the company acted in an arbitrary and capricious manner in dismissing the signalman who refused to climb a pole he considered was unsafe. Zumas ruled that the signalman should be restored to service with back pay for time lost and his full seniority. Shown here (from the left): Sam Bass, Paul Stevens, John Hogan, Bill Class, Nicholas Zumas, Ken Raney, Henry Gerth, George Gross, Charlie Vaught and Bill Woodruff.

Grievance Case: General chairmen played roles of employees and company men; wrote letters, held conferences and argued the case before a neutral.

Employee Team

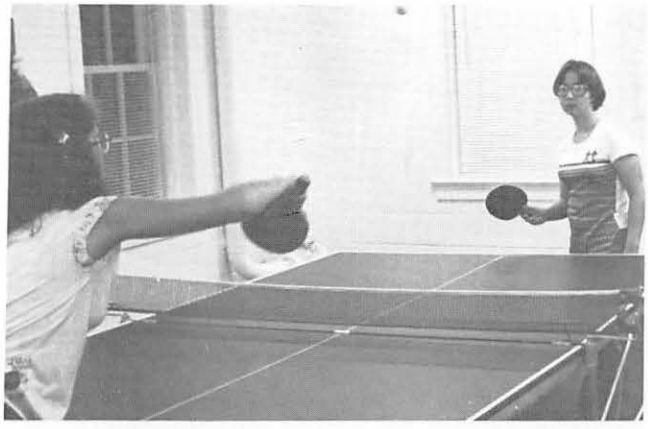
Employee team (from left): Garland "Sam" Bass, general chairman, Detroit, Toledo & Ironton; Frank J. White, general chairman, Southern Pacific Texas & Louisiana Lines, St. Louis-San Francisco, Missouri-Kansas-Texas; Robert R. Mitchell, BofRS grand lodge representative; Robert F. Richardson, assistant general chairman-general secretary-treasurer, Burlington Northern; and Walter W. Altus, Jr., BofRS vice president.

Company Team

Company team for grievance case (from left): Louis C. Sedlacek, general chairman, Union Pacific; M. B. "Pete" Frye, advisor, BofRS vice president; E. D. Hodsdon, general chairman, Soo Line; Val Van Artsdalen, general chairman, Southern Pacific-Western Pacific; and Harvey H. Parker, general chairman, Chesapeake & Ohio-Grand Trunk Western-Indiana Harbor Belt.

Nicholas Zumas, referee, wrote his opinion while the employee team (left) and company team (above) were present. Zumas ruled that the company did not comply with the agreement when it called a signal inspector to answer a trouble call. The carrier had not made a case that it was a true emergency, hence it could call someone other than the signal maintainer when he was not immediately available.

Social Notes



Recreational facilities at the Labor Studies Center provided pleasant outlets for daughters of men attending the leadership training seminar. Teresa Best (foreground) hits ball toward Gale Raney.

Teresa Best (daughter of W. D. "Dink" Best, BofRS secretary-treasurer) has her eye on the ball. Gale Raney (foreground) is daughter of Ken Raney, general chairman, St. Louis Southwestern.

Shuffleboard championship games were held at the Labor Studies Center with winners being Harvey Parker (left) and Tony Cunningham beating Ruth Harwell (right) and Marillyn Hansen.

Ruth Harwell (wife of BofRS VP Witt Harwell) speeds a well-aimed shot on the way. Parker is general chairman, C&O.

Tony Cunningham and Marillyn Hansen watch a disk near its mark. Marillyn is the wife of BofRS Research Director John E. Hansen.

Cunningham watches disks at other end as Marillyn Hansen prepares to let fly with a well-placed disk.

Cunningham, a BofRS trustee, gets ready to make a key shot. Cunningham and Parker preserved "brotherhood" by winning the shuffleboard championship.

Wives Shopped and Visited

While their husbands were in class, wives visited museums and shopping centers in the Washington metropolitan area. One day they visited the U.S. Naval Academy at Annapolis, MD and toured the facilities. Also, they went to the Olney Theater in Washington, DC to see the play "The Miracle Worker" which was based on the life of Helen Keller.

Please turn page for graduation pictures.

Graduation Day for General Chairmen

Bill Gillen (above left) congratulates Louis Sedlacek upon his graduation from the leadership training course. Pete Frye passes out the diploma. Bill Woodruff (left) receives course certificate from Gordon Cole, communications professor at the school.

Frank White (right) receives his graduation certificate from Pete Frye.

Henry Gerth (right) gets handshake from Bill Gillen upon graduation.

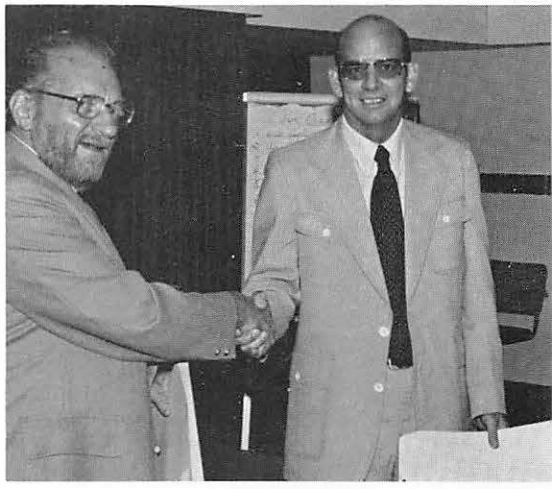
Tony Cunningham (right) also gets the Bill Gillen handshake and a diploma.

Val Van Artsdalen (center) SP, gets a handshake from Bill Gillen, assistant director, labor studies center, and a certificate from Pete Frye, BofRS vice president.

Bill Gillen (left) congratulates Dave McCarty (T&P) as Pete Frye hands him his graduation certificate.

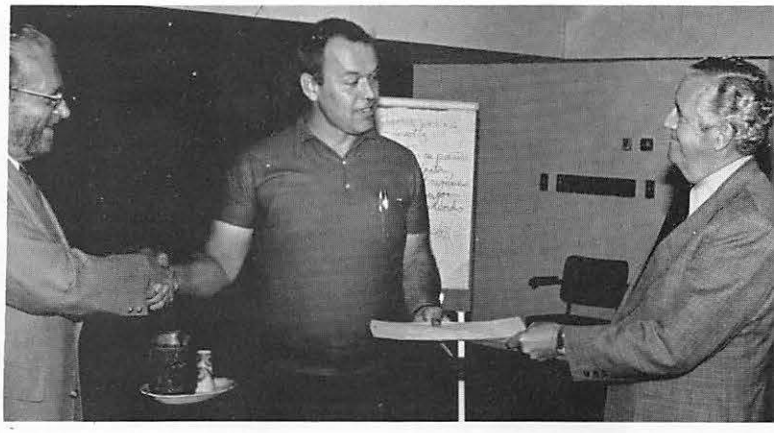
George Gross (SCL) right, receives congratulations from Bill Gillen on graduation from the general chairmen's leadership training course.

Paul Stevens (left), N&W, receives handshake and certificate from Pete Frye.

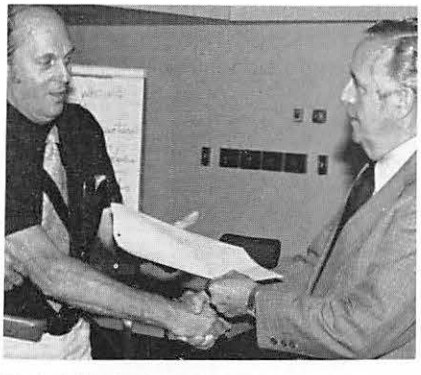


Charlie Vaught (right) enjoys receiving his certificate and the Bill Gillen handshake upon graduation.

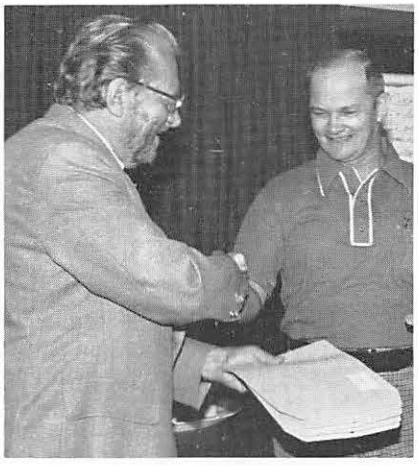
Ken Raney (center) gets the Gillen handshake and the graduation certificate from Pete Frye, BofRS vp.



Garland "Sam" Bass, DT&I, gets handshake from Bill Gillen and diploma from Pete Frye.

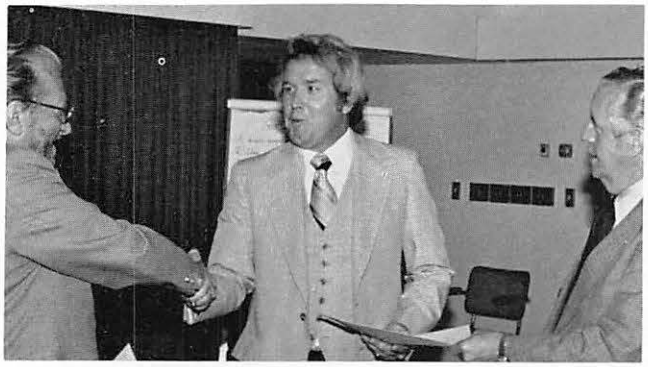


Bob Mitchell (left) gets certificate from Pete Frye. Mitchell and Cunningham, in addition to their Grand Lodge jobs, are general chairmen.



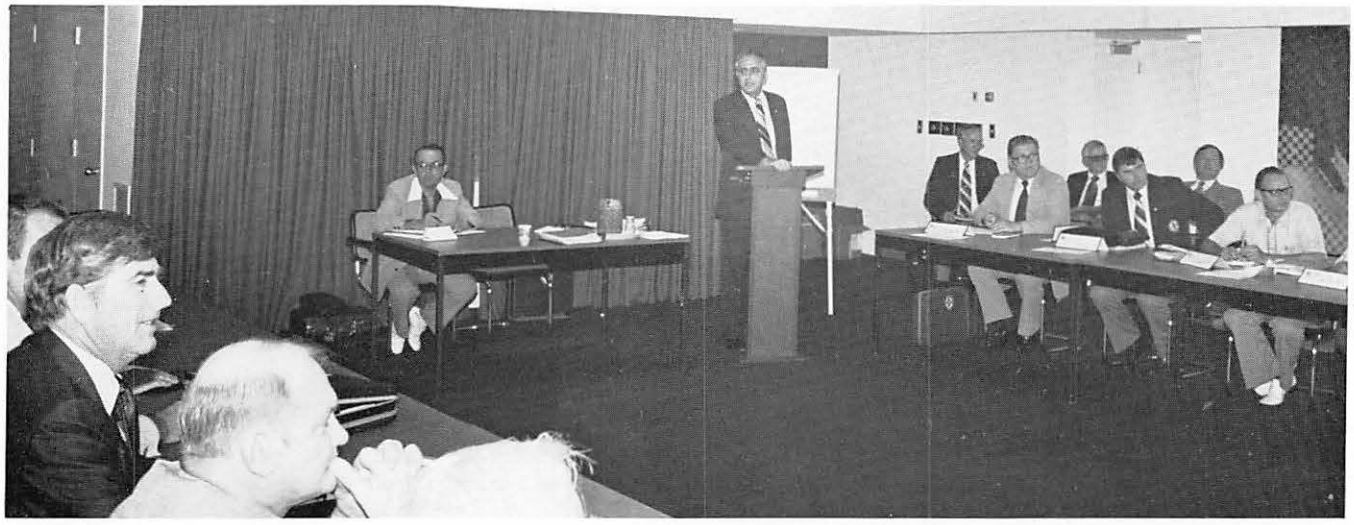
Harvey Parker (left) gets handshake from Gillen and a diploma.

Bill Class (center), BN, gets Bill Gillen handshake and diploma.



John Hogan, LI, (center) receives congratulatory handshake from Bill Gillen and a diploma from Pete Frye.

Bob Richardson (center) also got a diploma from Pete Frye and a friendly handshake from Bill Gillen.



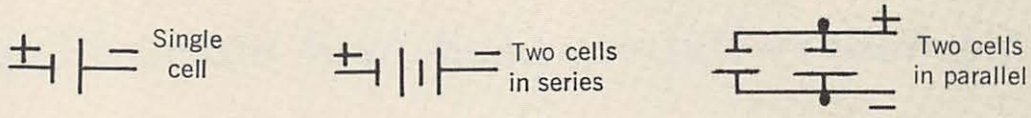
BofRS President Tom Bates brought the general chairmen good news in the form of a tentative agreement on a national scale (see July-August 1978 issue of TSJ). Also discussed were matters pertaining to the BofRS Constitution, insurance, FRA rules and regulations as they pertain to Hours of Service and signaling.

GC's got good news

C. B. Matusiak (standing) regional sales director, Association Consultants, Inc., described the success of the BofRS insurance trust program. Over 1,000 members now carry the insurance. The program has been in service for about three years. He presented a cancer insurance plan for consideration by the membership.

B-1 Primary Battery Carbon Cell

Approved October 1973

Symbol: 

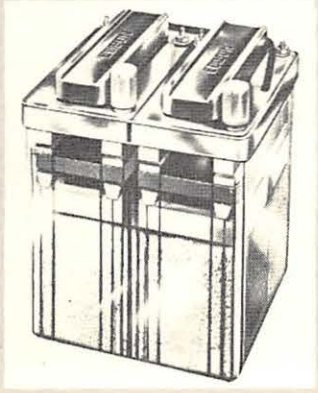


Figure 1

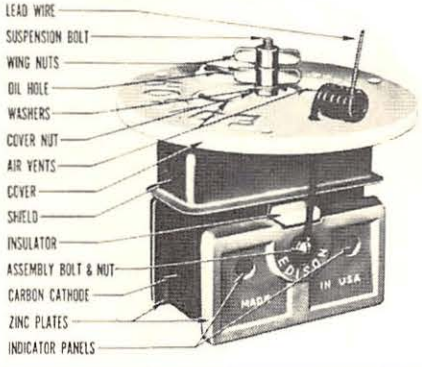


Figure 2(a)

Figure 2(b)

Definition: (a) Primary Battery: A device for the direct transformation of chemical energy into electrical energy.

(b) Electrolyte: The fluid surrounding the elements of the battery.

Description: The carbon cell consists of one carbon electrode and two zinc plates in a solution of caustic potash (potassium hydroxide). There are two basic types of carbon cells, renewable and non-renewable. The non-renewable carbon battery consists of one or more cells sealed in a molded case and is activated by the addition of the prescribed amount of water. See Figure 1.

The renewable carbon cell consists of an element of two zinc plates and one carbon block, glass container, electrolyte and porcelain cover with air vents. See Figures 2(a) and 2(b).

Note: The last U.S. manufacturer of the renewable carbon cell battery will discontinue production of this battery as of August 1, 1974. Although this line of batteries will be discontinued, some railroads will continue to put renewable carbon cell batteries in service until existing stocks are exhausted.

Purpose and Application: A primary battery is used as a power source to supply direct current for railway signal system circuits and appliances.

It can be used as a source of energy for track circuits, signals and highway crossing protection, particularly at remote locations where an ac charging source of power is not available.

General Information: (a) The carbon cell gives best results where plenty of fresh air is available. When battery housings are provided, a slight amount of ventilation is necessary to permit air circulation and to dissipate dampness. It is important that carbon elements be kept dry.

(b) Primary batteries cannot be recharged. When carbon cells are used with a rectifier, adjustment of the rectifier output should always be made so that the battery does not receive a charge.

(c) It is not recommended that carbon cells be used in any installation where the battery service life is expected to exceed two years.

(d) The nominal voltage of a carbon cell is 1.2 to 1.6 volts depending upon temperature, discharge current rate and state of exhaustion. Battery capacities range from 500 to 3000 ampere-hours.

Detailed Operation: In operation, carbon cells are depolarized by oxygen extracted from the air which reaches the depolarization area through a porous carbon electrode. The carbon (positive) electrode takes oxygen from the air. The zinc (negative) plates gain oxgen to form zinc-oxide, which is immediately dissolved in the electrolyte.

When a non-renewable carbon battery is exhausted, it is discarded and replaced with a new battery. If indicator panels are not provided, battery life can be calculated on a calendar basis, or by use of a shunt meter in accordance with manufacturer's instructions.

When a renewable carbon cell is exhausted, it can be renewed by replacing the element and the solution. A maintainer can determine if the battery is ready for renewal by making a visual check of the amount of zinc remaining in the battery. Indicator panels are molded into the outside surface of the zinc plates. The panels gradually perforate as the capacity of the cell is consumed. When they are completely eroded the cell is ready for renewal.

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Signal Training Bulletin

COMMITTEE G: Education & Training

Communication Signal Section, AAR

Approved October 1973

B-3 Secondary Battery Lead-Acid Storage Type

Description: The basic parts which make up one complete cell of lead-acid storage battery are positive and negative plates, separators, containers, cover and electrolyte. In the lead-acid battery, fully charged, the positive plate is lead peroxide, the negative plate is sponge lead (Pb). Figures 1, 2, and 3 illustrate three different types of plates. The electrolyte is dilute sulphuric acid, with a specific gravity of 1.21 to 1.22, or about four parts water to one part acid by volume. The state of charge of the battery can be determined by measuring the specific gravity.

Purpose and Application: The lead-acid storage battery is used as a dc power source at locations where an ac charging source is available. It can be used for track circuits, signals, highway crossing protection or for any railway signal appliance or circuit that requires direct current.

General Information: Some factors affecting the amount of energy that may be obtained from a lead-acid battery are temperature, specific gravity and final voltage. A battery's capacity is highest at higher temperatures. The standard reference temperature is 25C (77F). The higher the specific gravity, the greater the battery capacity. High specific gravity, however, tends to increase standing loss and shorten battery life.

The nominal voltage of a lead-acid cell is 1.75 to 2.00 volts depending upon temperature, discharge current rate and state of exhaustion.

Some general rules for storage battery installation and maintenance:

(a) Check polarity and connection when installing.

(b) Maintain proper charge.

(c) Maintain proper electrolyte level by adding water but do not overfill.

(d) Keep battery dry and clean.

(e) Avoid flames or sparks around battery since discharged gases might explode.

(f) Keep vent plugs in place and tight.

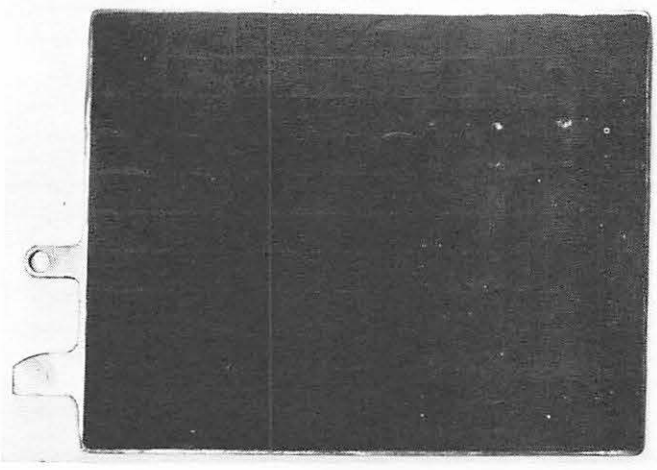


Figure 1: Lattice

Definition: (a) Secondary Battery: A combination of two metals or metalloids immersed in an electrolyte which in itself will not produce electrical energy without first having the metallic portion of the element decomposed by the passage of electric current.

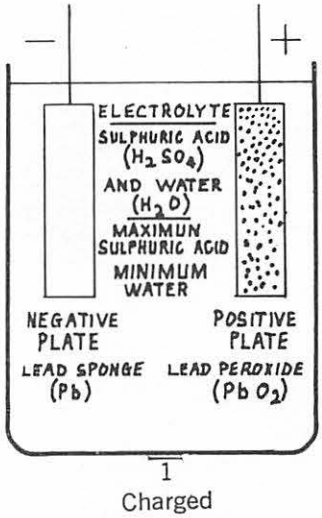
(b) Storage Cell: A secondary cell for storing electrical energy at one time for use at another time.

(c) Charging: The process of putting energy into a battery.

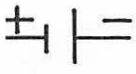
(d) Discharging: The process of taking energy out of a battery.

(e) Electrolyte: The fluid surrounding the elements of the battery.

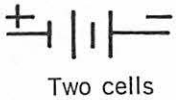
Figure 4



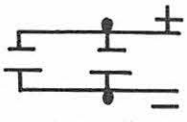
Symbol:



Single cell



Two cells in series



Two cells in parallel

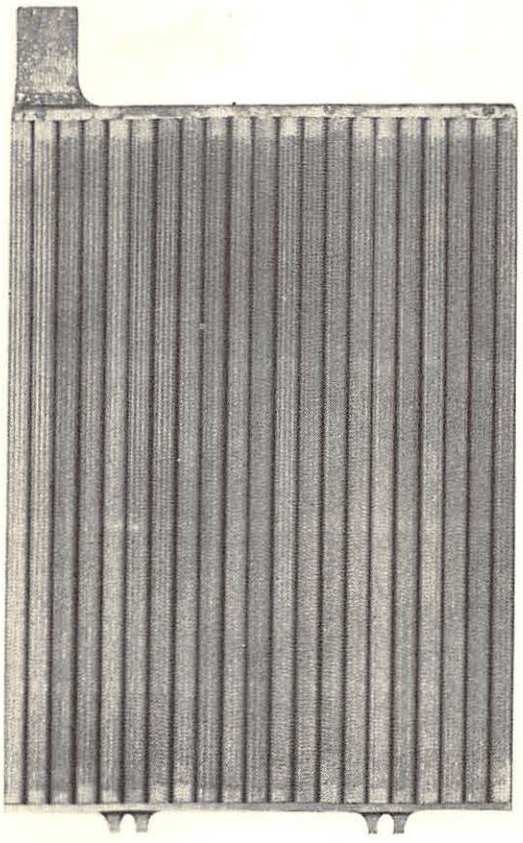


Figure 2: Tubular

(g) Check terminal nuts at regular intervals and tighten if necessary.

(h) Keep terminals coated with grease as specified by railroad maintenance instructions.

(i) Never add acid to a cell to bring the electrolyte to the proper level.

(j) Battery should not be left in a discharged state.

(k) The electrolyte is acid and is injurious to skin and clothing. If spilled, it can be neutralized with the application of a solution of baking soda followed by rinsing with water.

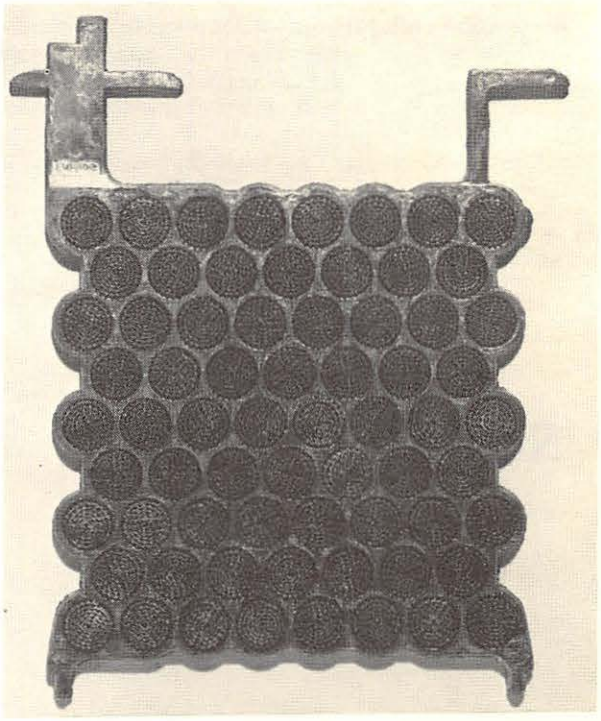
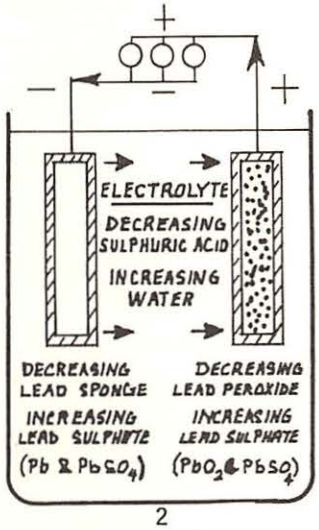


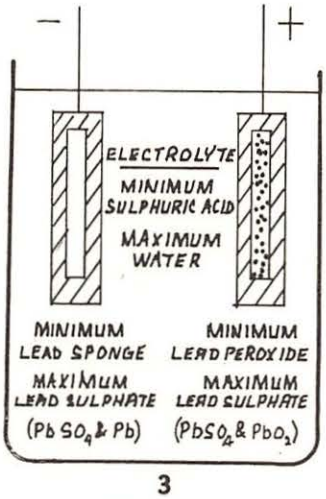
Figure 3: Spiral Button

Detailed Operation: See Figure 4: As the cell is discharged, the electrolyte divides into hydrogen and sulphate. The hydrogen combines with oxygen, formed at the positive plate, to produce water, and the sulphate combines with the lead of both plates to form lead sulphate. The more the battery discharges, the more dilute the electrolyte becomes and the greater the amount of lead sulphate formed on the plates.

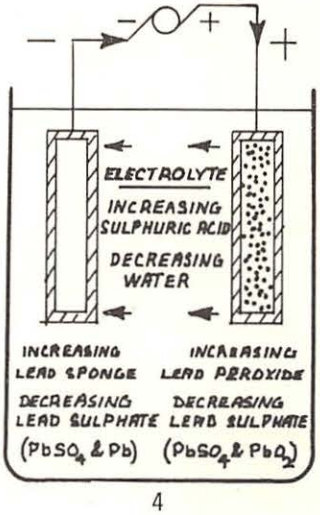
When the battery is put on charge, this entire procedure reverses and when fully charged, additional charging will not raise the specific gravity any higher. As the cells approach full charge, all the energy of the charging current cannot be absorbed and this current separates the hydrogen and oxygen components of the water which leave the cells as gases.



2
Discharging



3
Discharged



4
Charging

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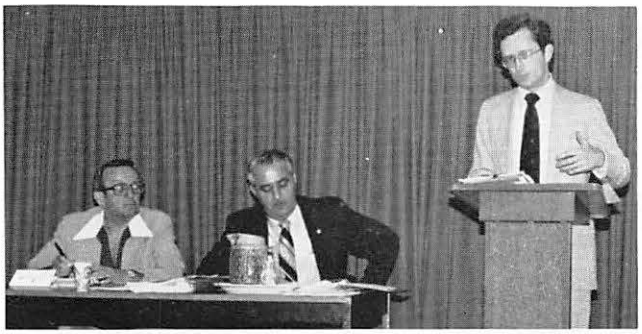
NOTES:



Grady C. Cothen, Jr., (standing) attorney in the enforcement division, chief counsel's office, Federal Railroad Administration, discussed the application of the signal RS&I, the Hours of Service Act to signalmen, and possible application of OSHA type regulations.

Douglas H. Taylor (left) systems analyst, reports and analysis division; Robert H. Harris, railroad safety operations specialist; and H. J. Causley (right) railroad safety specialist; are from the FRA office of safety.

Robert Harris, FRA (standing), FRA office of safety answers a question from one of the general chairmen attending the meeting in July at Silver Spring, MD. Shown here (from the left) are: Carl Heitzman, ConRail-Lehigh Valley; Bill Glavey; ConRail-Reading; R. J. Hays, Union; George Jones, MP-Texas & Pacific; Bill Corn, Missouri Pacific; Charlie Highley, Terminal Railroad Association of St. Louis; and J. S. Duplichan, Missouri Pacific-Gulf.

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From the Secretary-Treasurer

W. D. Best reports how widows and widowers may qualify for retirement benefits

Widows and widowers of insured railroad employees may qualify for survivor benefits from the U.S. Railroad Retirement Board. Currently, over 300,000 widows and widowers are on the Board's annuity rolls.

Survivor annuities are also payable to the minor, disabled or student children of deceased railroaders and, under certain conditions, to dependent grandchildren or dependent parents. In addition, there are two types of lump-sum death benefits which may be payable to qualified survivors.

The following questions and answers describe the eligibility requirements for widows' and widowers' benefits, give illustrative amounts and other information.

(1) What are the requirements for a widow or widower to be insured for survivor benefits under the railroad retirement system?

Benefits to the survivors of railroad employees are based on the deceased employee's combined railroad retirement and social security credits and paid by either the Board or the Social Security Administration, but not both. Survivor benefits paid by the Board are generally 30% greater than the amount that would be payable under social security.

A widow or widower is insured for survivor benefits from the Board if the employee had 10 or more years of railroad service and a "current connection" with the railroad industry. Generally, the current connection requirement is met when the employee had 12 months of railroad service in the 2-½ working years before retirement, or death if earlier.

If these requirements are met, the employee's railroad retirement credits are transferred to the Social Security Administration and any survivor benefits due are paid by that agency.

(2) At what age can a widow or widower begin receiving an annuity?

A widow or widower can qualify for benefits at age 60 or at ages 50-59 if totally disabled. However, if benefits begin before age 65, a reduction for early retirement is made. For widows and widowers retiring at age 60, benefits are reduced about 17%. For disabled widows and widowers retiring at age 50, benefits are reduced about 50%.

A widow or widower caring for a minor or disabled child can receive an annuity at any age; no reduction for early retirement is made. The children may also receive survivor annuities.

(3) How are survivor annuities calculated?

Survivor annuities consist of two tiers. The first tier is based on the employee's combined railroad retirement and social security credits and calculated in generally the same way as a social security survivor benefit. The second tier is 30% of the tier I amount.

The tier I portion of a survivor annuity is reduced by the amount of any social security benefits or other railroad retirement annuities to which the annuitant is entitled. However, widows and dependent widowers who were insured for social security benefits as of the end of 1974 may receive an additional "windfall" amount in their annuities, which, in effect, guarantees them the total amount of railroad retirement and social security benefits they would have received under the laws

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in effect prior to 1975.

If the widow is also a railroad employee entitled to her own annuity and either the deceased employee or the survivor had 10 or more years of railroad service before 1975, an additional amount similar to the windfall described above may be added to the survivor annuity.

(4) How much can a widow's or widower's annuity amount to?

The average benefit awarded in 1978 to aged widows and widowers was about $340 a month; disabled widows and widowers received $240 on the average. The average family benefit for a widow or widower caring for children was $550.

(5) Are widow's and widower's annuities reduced if the annuitant receives a public pension?

The tier I portion of a widow's or widower's annuity may be reduced by the amount of any Federal, State, or local pension which is based on the annuitant's own earnings. For non-dependent widowers, these reductions apply immediately except for those on the rolls prior to December 1977. For widows or dependent widowers the reduction applies only if they become eligible for public pensions after November 1982.

In any case, no reduction is made if the employment on which the public pension is based was covered under the Social Security Act as of the last day of the individual's employment.

(6) Can a widow's or widower's earnings affect the amount of benefits?

Yes. Like all other railroad retirement beneficiaries, a widow or widower would receive no annuity for any month he or she works for a railraod or railroad union. Also, benefit reductions may be made if the annuitant works outside the railroad industry. A widow or widower age 65-72 may earn up to $4,000 in 1978 without any benefit reductions. A reduction of $1 in benefits is made for every $2 earned over $4,000. For widows and widowers under age 65, a reduction of $1 in benefits is made for every $2 earned over $3,240 in 1978. For the first year benefits are payable, you can receive benefits for any month in which you do not work or in which you earn less than 1/12 of the annual exempt amount.

These earnings restrictions do not apply to disabled widows or widowers, but their earnings are subject to special review for possible recovery from disability.

(7) When does a widow's or widower's annuity stop?

A widow's or widower's annuity stops at death; no payment is made for the month of death. A widow's or widower's annuity will stop if he or she remarries; if the annuity is based on caring for a minor or disabled child and the child attains age 18 or is no longer disabled (the annuity may resume when the widow or widower reaches age 60); if the annuity was based on disability and the widow or widower recovers from disability before age 60 (the annuity may resume if disability recurs within seven years).

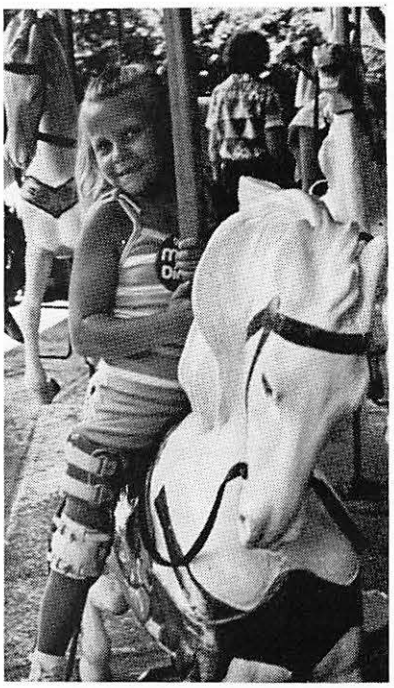
(8) What are the two types of lump-sum benefits that may be payable to survivors of railroad employees?

The first type is an insurance lump-sum benefit which is intended to help with burial expenses. An insured status is required for this benefit, which is payable if no survivor is immediately entitled to benefits upon an employee's death. The average insurance lump-sum benefit is currently about $770 for survivors of employees who were insured before 1975. For survivors of employees who became insured after 1974, the maximum insurance lump sum is $225.

The second type is the residual lump-sum benefit; an insured status is not required for this benefit. The residual lump sum is intended to guarantee that survivors receive at least as much in benefits as the employee paid in taxes before 1975, when railroad retirement taxes were generally much higher than social security taxes. Because most railroad families receive far more in benefits, residuals are generally not payable unless a widow or widower under age 60 waives rights to future annuities based on the employee's railroad retirement credits.

The average residual lump-sum benefit is currently about $5,400.

For more information or assistance in applying for any railroad retirement annuity, contact the nearest district office of the Railroad Retirement Board.



BIRTH DEFECTS
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CHILD HEALTH PROBLEM
MARCH OF DIMES

Washington Report:

Labor-management cooperation pays

By Michael Marsh

Cooperation or confrontation? That choice continues to face the railroad and their organized employes. Back in the 1960s railroad managements embarked on a harsh policy of confronting and belittling their employes. This created much turmoil.

By the early 1970s, with new national leaders, many rail managements invited the cooperation of rail unions on issues important to both. They also began negotiating national wage-rules agreements directly and less slowly. Rail union leaders welcomed both these developments, which they themselves had urged.

As a result, working together, both sides gained from Congress the legislation for Amtrak, Conrail, restructured railroad retirement, and the massive Railroad Revitalization and Regulatory Reform Act of 1976, as well as other items.

Over the past year, rail managements seemed ready to go back to confrontation. They injected drastic new rules demands into the 1977-78 round of bargaining, and various rail officials made statements denouncing employe work rules.

More recently, however, management negotiators began settling with various rail unions on a reasonable basis. And, on the congressional front, cooperation paid off anew as the House overwhelmingly defeated the coal slurry pipeline bill, a major threat to the railroads' future. Thus the cooperation or confrontation choice still remains—but with real hope for avoiding a replay of the 1960s.

The House vote defeating the coal slurry pipeline bill, by 246 to 161, offers some instructive lessons. Powerful interests lined up for the bill. They lobbied heavily, and expensively, for passage. Two major House committees—Interior and Public Works—recommended passage. The Carter Administration was for the bill, though they made no active drive for it.

On the other hand, both the rail unions and the railroads campaigned long and hard against the slurry pipeline bill. Key environmental groups opposed it and so did various western officials. The House Interstate Commerce Committee lined up against it.

The pipeline bill would have given the slurry pipeline interests the federal right of eminent domain —that is, the right to cross private property, including railroad rights of way, with their pipelines. They needed this in order to build.

These pipelines are designed to carry pulverized coal in a slurry (watery) mixture many hundreds of miles from the mines to big consumers, such as electric utilities. This would siphon off from the railroads a major part of their massive coal traffic. That would cut rail revenues—and jobs. The pipelines have been planned chiefly to carry western coal, but they could be built elsewhere as well.

Washington observers had expected a much closer vote on the slurry pipeline bill. How come it lost so heavily? Rail labor leaders close to the situation offered these reasons, among others: (1) the strong opposition from environmental groups, which fear the pipelines would use vast quantities of scarce western water; (2) the many letters sent by rail unionists to their congressmen against the bill; (3) the strong case made by rail unions on Capitol Hill, and (4) the growing feeling in Congress that it makes no sense to undermine the railroads with slurry pipelines while at the same time spending billions of dollars in public funds to rescue them.

Rep. Morris Udall (D., Ariz.), chairman of the House Interior Committee, led the fight for the bill, claiming this "new technology" is in the public interest. Leading the opposition were Reps. Fred Rooney (D., Pa.) and Harley Staggers (D., W.Va.), both of them leaders in the House Interstate Commerce Committee.

Rooney pointed out that "unit trains use one-third to one-half as much energy to transport coal as pipelines." Moreover, he warned, "since the railroad industry is essential to our nation's economy, a blow to its viability of the magnitude posed by pipelines will ultimately cost the government untold billions of dollars."

Rep. Teno Roncalio (D., Wyo.), speaking for many westerners, urged his colleagues if they have "some respect for people who live in the arid West, to vote this bill down," because of how it would "jeopardize the water supply."

On the GOP side, Reps. Joe Skubitz (R., Kans.) and Bud Shuster (R., Pa.) made similar powerful points against the legislation. Shuster denounced the idea of "providing special favors to one particular mode—coal slurry pipelines."

Staggers, a noted progressive leader, summed up as follows: "This bill is injurious to the consumers of America . . . If railroads lost the coal traffic, other freight rates will increase and so will prices to consumers. Pipelines will result in a loss of 16,000 rail jobs. The bill should be defeated overwhelmingly because it is a special interest bill all the way."

Lifting of the threat of coal slurry pipelines is expected to raise further the railroads' surging outlays for new

equipment, roadway and structures. Coal traffic already accounts for 29% of all rail ton-miles, and the development of new western open-pit mines is adding rapidly to this tonnage.

Now, according to the Association of American Railroads, over $8 billion in rail spending for new track and equipment is likely within the next seven or eight years, just to serve coal mines in states like Wyoming, Montana, Colorado, and Texas.

Apart from this longer-term prospect, total capital spending in 1978 alone on new rail equipment and roadway and structures may hit a record $4 billion, according to a survey by Luther Miller, editor of Railway Age magazine. This is in addition to the spending on maintenance. The $4 billion 1978 projection compares with railroad capital spending of $3.1 billion in 1977, Miller noted.

On another front, rail labor has made an urgent plea for the government and railroad managements to shift from a negative cost-cutting approach to a positive service-expanding approach toward the industry. This plea came in a statement from the Railway Labor Executives' Association, speaking for all the rail unions.

In its submission to the National Transportation Policy Study Commission, the RLEA urged especially a reversal of the drive, by Transportation Secretary Brock Adams and others, toward "destruction of branch lines, secondary main lines, and main lines as well, where there may be two or more such lines between two given points."

"While every agency of government, including the President," the RLEA said, "seeks means of conserving fuel, the Department of Transportation seems determined to replace the most fuel-efficient transport mode (trains) with one of the least fuel-efficient modes (trucks)."

Urging a "new positive approach," the RLEA said this should aim at boosting the railroads' operating revenues. "This can be accomplished," the rail labor group said,

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"if the agencies of our government devote their energies toward developing technology and service in the industry rather than reduction in plant; all rail managements devote their energies and revenues toward improving their rail operations instead of diversified non-rail operations; and Congress places railroading on a competitive parity with other modes of transportation."

Obituaries

Edwin Freeston, Jr., retired signalman for the former Gulf, Mobile & Ohio at Chicago, Illinois, died July 25, 1978. Brother Freeston had completed 45 years service when he retired in August 1970. Brother Freeston was a member of Alton Lodge No. 85.

Percy W. Goben, retired ctc maintainer for the former Great Northern at Benson, MN, died July 20, 1978. Brother Goben completed 43 years of service when he retired in January 1963. He had been active in Great Northern Lodge 154 and had served as recording and financial secretary.

Robert V. Hamilton, signalman for the Southern at Knoxville, TN, died on June 19, 1978. He was 58 years old and he had completed 29 years of service with the railway. Brother Hamilton was a member of Walters Lodge 110.

John F. Hedrick, signal foreman for Consolidated Rail Corp. in Philadelphia, died June 24, 1978. Brother Hedrick was a member of the grievance committee of Philadelphia Lodge 18. He was headquartered at Morton, PA and had completed 16 years of service at the time of his death. He is survived by his wife Dolores, his father, and three children, Tim, Michael and Lorianne. The members of Philadelphia Lodge 18 extend their sympathy to Brother Hedrick's family.

G. D. Mott, 75, retired signal foreman for the Santa Fe at Fresno, CA, died in July 1978. He first began his signal service on the Santa Fe on the Illinois Division and in September 1938 he transferred to the Coast Lines Valley Division. He was always active in the Brotherhood and had served as a trustee of San Joaquin Valley Lodge 173. He was the father-in-law of signal maintainer and former senior vice general chairman of the Santa Fe General Committee, L. R. Silva.

Robert O'Carter, retired signal maintainer for the former Indianapolis Union, died recently. Brother O'Carter had completed over 34 years of service when he retired in December 1965. He was a member of former Indianapolis Lodge 218.

William G. Prusaitit, assistant signal foreman for Consolidated Rail Corp. and member of Philadelphia Lodge 18, died June 23, 1978. Brother Prusaitit, age 44, had been an assistant signal supervisor at Trenton, NJ before returning to Philadelphia as an assistant foreman. He had completed over 24 years of service at the time of his death. He is survived by his wife Cora, 8 children and 9 grandchildren, his mother and father. His father, Joe Prusaitit is a retired signal test inspector for the former Pennsylvania in the Philadelphia area. Members of Philadelphia Lodge 18 extend their sincere sympathy to Brother Prusaitit's family.

Harry C. Resh, retired signal test maintainer for the former Penn Central at Columbia, PA, died recently. Brother Resh had completed 29 years of service when he retired in December 1973. He was a member of Capitol Lodge 50. Also, Brother Resh was formerly a co-owner of an antique business, a member of Salem United Church of Christ, Rohersstown, and F&AM Lodge 43 of Lancaster, PA. Surviving are his wife Mrs. Irma D. Resh; a son, Dr. Harry G. of Lititz; a brother, Edward of Lancaster; and three grandchildren.

Steven J. Smyth, signalman in the New York City area for Consolidated Rail Corporation and a member of Grand Central Terminal Lodge 160, died in an automobile accident on August 26, 1978.

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News About Members

Leading signalman cuts costs for MoPac

James P. Burger, leading signalman at Missouri Pacific's Centennial yard in Fort Worth, TX, keeps signal equipment repair costs down by applying his ingenuity and skill in welding. Brother Burger is a member of Fort Worth Lodge 141.

Our thanks to "MoPac News" for the following story and picture of Brother Burger.

"In my work," Burger said, "I use twenty-seven different welding materials, using heliarc, stick welding and oxyacetylene mostly."

Modestly, this leading signalman admits that the welding operations often result in considerable savings in time by being able to put a particular machine back in service, thus avoiding idle time in waiting on a replacement part.

Too, Burger's expertise with the weld has helped to reduce the expense of ordering replacement parts at an inflated cost.

One example of Burger's cost-reduction in this area is borne out by the fact that he designed and fashioned a crossing gate adapter at a cost of less than $200 whereas a new factory model would have cost $400.

Burger pointed to a cast iron switch machine cover which had been brought into his shop for repair. The cover had been cracked by a piece of heavy equipment passing over it. A new cover would have cost the railroad $175, in addition to the loss of time waiting on the replacement. Burger put the cover back together in less than an hour's time.

"Sometimes we're not able to get certain parts from the manufacturer," Burger commented. "In this case, I do some fabrication. Often, the results are better than the original item."

As one who is familiar with the intricacies of automatic grade crossing protection signals, Burger is puzzled as to why some motorists willfully damage the crossing gate arms by running into them in their effort to beat the train to the crossing. Although expensive to replace new, Burger usually can repair the damaged arm welding the peices together at an approximate cost of $2-$3 each.

Due to the heavy flow of traffic over the car retarders at Centennial Yard, there is wear on the surface of the retarder beams, that item which grips the side of a freight car wheel as it moves over it to slow its movement. Using chrome steel pad rods, Burger rebuilds the beams, thus affording a hard surface for longer wear.

Disturbed over the mounting number of signal lenses damaged by vandals who used them as targets for their throwing accuracy, Burger designed and constructed shields of ¼-inch steel rods and installed them in areas where they were needed most.

"In view of the continuing inflationary trend and the rising cost of doing business today," Burger said, "It is essential that we try to conserve our resources as much as possible."

In a remote section of the yard office building, Burger sits at his modified work bench, a lighted torch in one hand and a welding rod in the other. Deftly, he applies a weld which not only will result in a saving of time in ordering a replacement but a saving in the cost of a new unit.

This is a scene which has been repeated countless times during Burger's 41 years of railroad service. Most of his time is taken up by making repairs to broken signal equipment through the process of welding and the fabrication of parts which are no longer supplied by the manufacturer.

Burger entered railroad service with the old Texas and Pacific Railway in 1937 as a chainman in the engineering field force. After a few months at that post, and in the water service department, he changed over to the signal department. He recalls that one of the first projects on which he worked was the centralized traffic control system which had just been placed in operation between Texarkana and Marshall in East Texas.

Burger's railroad service was temporarily interrupted during World War II when he served with a Marine detachment 1941-43 on Bougainville in the South Pacific, rising to the rank of sergeant first class. His military service was ended in 1943 when he became a casualty of an exploding bomb. Honorably discharged, he returned to the railroad's signal department.

Keenly interested in welding, Burger enrolled in a metallurgical training course at Texas Christian University in Fort Worth. He later followed up his training by studying at the Eutectic & Castolin Welding Institute in New York.

C&NW graduates 8 signalmen from training school

On July 21, 1978, eight signalmen graduated from Chicago & North Western's Larry Provo Training Center in West Chicago, IL. Completing the signal training program were: Philip M. Dorner and Herbert L. Hobson of Lodge 43; Bernard C. Kachnowski, Jr., and Frank J. Nobile of J. C. Gerke, Lodge 9;

Donald Tobias, Jr., of Madison Lodge 39; William H. Huttunen of Illinois Lodge 108; John J. O'Connor of Lodge 130 and David M. Isaacson of Omaha Lodge 168. Vincent D. Unger, vice general chairman and a member of Illinois Lodge 108 presented each member with a Brotherhood of Railroad Signalmen's recognition certificate and congratulating them upon successful completion of the signal training program.

Willard D. "Dan" Pickett, Norfolk & Western signal maintainer with headquarters at Narrows, VA, checks controls of a rail highway grade crossing. Brother Pickett is recording and financial secretary of Goodwin Lodge 77. His territory consists of 20 miles of signaling including some double track ctc, 3 power switches, 7 electric locks, 2 hand throw switches, 2 hand throw derails, 82 slide fence breakers and flashing-light signals at 2 highway grade crossings. NOTE: This picture was taken in April 1978.

B. V. Clyburn (left) signal maintainer on the Norfolk & Western and Local Chairman of Goodwin Lodge 77, shows General Chairman V. Joseph Sartini, controls at an instrument house at a highway grade crossing. Brother Clyburn has 14 miles of double track ctc, 10 power switches, 5 rail-highway grade crossing warning systems with automatic gates at two crossings, 1 hotbox detector, 4 electric locks, 5 hand throw switches, and 30 circuit breakers controlling slide fence on one side of the track. These breakers are approximately 350 ft. apart. Brother Clyburn's territory is the N&W mainline west of Roanoke, VA. NOTE: This picture was taken in April of this year.

SOUTHERN: **James H. Arnold,** signal maintainer at New Bern, NC and a member of Walters Lodge 110, retired in January 1978.

NORFOLK & WESTERN: **Raymond A. Simmons,** leading signalman at Roanoke, VA and a member of Goodwin Lodge 77, retired in April 1978.

SOO LINE: **John L. DesJardins,** signal foreman, at Marquette, MI, has retired after completing 29 years of service. Brother DesJardins is a member of Soo Line Lodge 6.

BURLINGTON NORTHERN: **George W. Allison,** signal maintainer at Rochelle, IL and a member of Aurora-Galesburg Lodge 103, has retired. **Henry A. Anderson,** signal maintainer at Hawley, MN and a member of Great Northern Lodge 154, has retired.

CENTRAL OF GEORGIA: **J. J. Andrews, Sr.,** signalman of Columbus, GA, and a member of F. B. Stanley Lodge 11, has retired.

KENTUCKY & INDIANA TERMINAL: **Carl B. Murphy,** signalman at New Albany, IN and a member of Miller-Griffith Lodge 49, has retired.

BALTIMORE & OHIO: **O. M. Bedell and James R. Mauthe** of Dubois, PA and the members of Monumental Lodge 31, have retired.

CHESAPEAKE & OHIO: **C. R. Kirtley, Jr.,** a resident of Ashland, KY and a member of Tri-State Lodge 136, has retired.

BOSTON & MAINE: The following members of Bay State Lodge 120 have retired: **Robert Mills, Jr.** of Ballardvale, MA; **Robert D. Davidson** of Biddeford ME; and **Arthur W. Brown** of Greenfield, MA.

CANADIAN NATIONAL: **Earl G. Mingo** of Mascouche Heights, Que. and a member of Young Pioneers Lodge 118 has retired. **Albert C. Leate,** a member of St. Charles Lodge 187 and a resident of Montreal, Que., has retired.

CHICAGO & NORTH WESTERN: **Clarence F. Eder** of Shawano, WI and a member of J. C. Gerke Lodge 9, has retired.

CHICAGO & WESTERN INDIANA: **Joe Adducci,** a resident of Chicago, IL, and a member of Lodge 32, has retired.

CONSOLIDATED RAIL CORP.: **J. J. Ryan** of Cleveland, OH and a member of Steadfast Lodge 35, has retired. **William Hyndman,** of Glassboro, NJ and a member of Victor Lodge 58, has retired. **Donald D. Oyler,** a resident of West Fairfiew, PA and a member of Capitol City Lodge 50, has retired. **Victor DiCerbo** of North Haledon, NJ and **Harry J. Kuerstiner** of Maplewood, NJ and

members of Two Rivers Lodge 88, have retired. **James H. Kilcullen** of Secane, PA and **Frank L. Robbins** of Thorofare, NJ and members of Philadelphia Lodge 18, have retired. **S. M. Willis** of Indianapolis, IN and a member of Indianapolis Lodge 42, has retired. **J. H. Shultz** and **Charles E. McNabb** of Reading, PA and members of Reading Lodge 26, have retired.

ILLINOIS CENTRAL GULF: **Joseph Cox** of Dubuque, IA; **L. D. Duggan** of Masonville, IA and **Fred Kollman** of Iowa Falls, IA, all members of East Dubuque Lodge 29, have retired. **Dale Mitchell** of Springfield, IL and a member of Alton Lodge 85, has retired.

Signal RS&I

Signal RS&I regulation 236.109 covers the record keeping requirements of inspections and tests made of signal system components prescribed by federal law.

Basically, this requires that in-service operating data determined during inspection and testing must be recorded. The data includes: name of the railroad, location of the device, date of inspection or test, identification of the component under test, any repairs, replacements or adjustments which are made to the device, and the condition of the device after the inspection and test had been completed.

The regulation also lists which RS&I tests must be recorded, who must sign the record form, and further, sets forth that such records must be on file in the office of the railroad division on which the tests were made.

RS&I Section 236.109 reads as follows:

"Results of tests made in compliance with Sections 236.102 to 236.108 inclusive, Sections 236.376 to 236.387, inclusive, and Sections 236.576, 236.577, 236.586, 236.588, and 236.589 shall be recorded on forms provided by the railroad. Such forms shall show name of railroad, place and date, equipment tested, repairs, replacements, adjustments made, and condition in which apparatus was left, and signature of employee making the test. Each form shall be filed in the office of a divisional officer of the division on which the tests were made."

As a reminder here is what the various sections quoted in the above rule cover.

Section 236.102 through 236.108: signal mechanism, switch circuit controller, shunt fouling circuit, electric lock, relays, lightning arresters, and insulation resistance tests. Sections 236.376 through 236.387: mechanical locking, approach locking, time locking, route locking, indication locking, traffic locking, switch obstruction test, valve locks and valve magnets, cross protection, time releases and timing relays, restoring feature on power switches, and movable bridge locking.

Section 236.576 and 236.577: Roadway element, and test, acknowledgment and cut-in circuits of automatic train stop, train controls and cab signal systems.

Section 236.586: Daily or after trip test. Section 236.588: Periodic test. Section 236.589: Relays. These last three sections concern inspections and tests of locomotives operating in automatic train stop, train control or cab signal territory.

We wish to emphasize that the regulation specifically requires that **the record must be signed by the employee making the test.** Anyone else signing the record that the inspection and tests were made is a violation of the regulation and exposes the railroad to a fine. We have been made aware of incidents when the records were signed by persons other than those performing the inspections and tests.

During discussions at Regional and/or Local meetings, it was brought to our attention that there are some of our members who may not realize that the regulation specifies the employee making the actual inspection and test must be the one who signs the record.

Incidents of deliberate violations by irresponsible carrier officers, wherein records were allegedly falsified and/or backdated, were also brought to our attention. We wish to point out that these are not only serious charges but, in addition, creates a potentially unsafe condition, contrary to federal law.

We believe that it is the responsibility of each of us to assure that federal laws are not violated, and in such cases, proper authority should be notified. If you are aware of such instances, please forward such information to Grand Lodge immediately, including full details. Upon receipt, we will bring the violations to the attention of proper authorities, for penalty or other corrective measures.

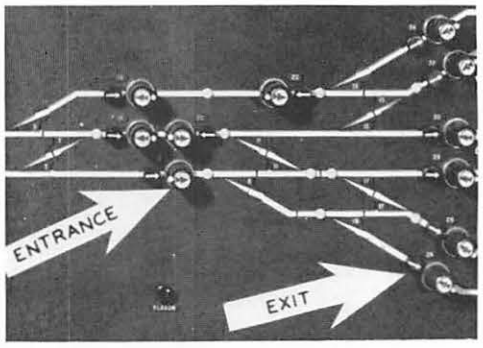
In any event, we trust that each of our members will strictly comply with these RS&I statutes. These signal rules, standards and instructions provide uniform regulations for the installation, inspection, maintenance, and repair of all signal systems in order to promote the safety of employees and travelers on railroads.

Signalman's Worksheet

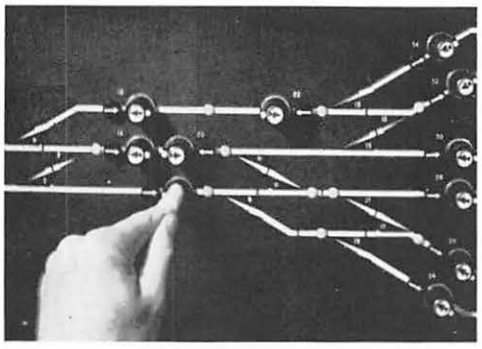
Interlocking: Entrance-Exit

ROUTE SELECTION

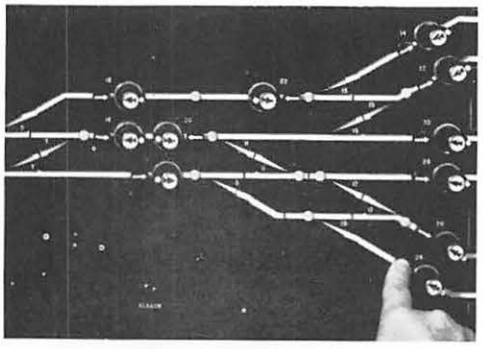
The following picture sequence shows how a route is lined up on a movable route indicator panel:



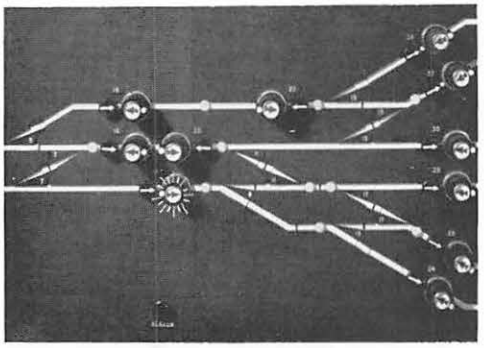
The sequence shows how the operator lines up a simple route between two opposing signals.



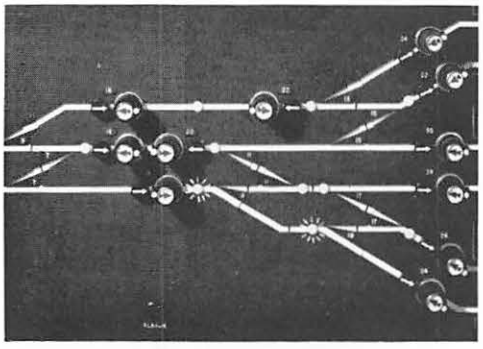
The operator presses the entrance knob corresponding with the point where the train will enter the route. The light behind the arrow begins to flash, indicating that a route has been initiated at that point.



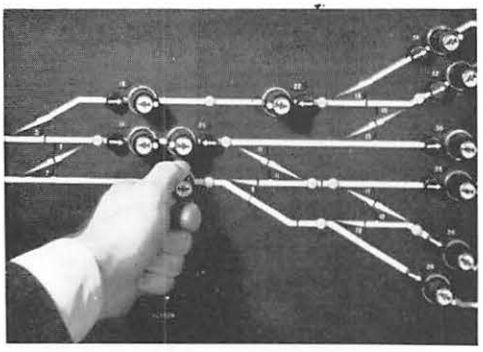
He next presses the exit button corresponding with the point where the train will leave the route. With entrance and exit points thus established, the system automatically throws the switches and clears the signals.



Route indicators position to outline the route; red "lock lights," behind the pointed ends of the route indicators, show the switches are locked; a steady white light in the entrance knob shows the signal is clear.



As train travels over route, white track lights are illuminated. Light in entrance knob is extinguished as signal goes to stop behind the train. Red lock lights are extinguished as switches in route are released.



If the operator wishes to change the route before the train accepts it, he first cancels by pulling the entrance knob. He lines up the new route as described before.

Information and drawings furnished by General Railway Signal Company.

Local Lodge News

Grand Trunk Western Durand Lodge 14

On August 11 Grand Trunk Western Durand Lodge 14 met at Battle Creek, MI. Shown here (from the left) are: Robert C. Buck, vice general chairman; Harvey H. Parker, general chairman; T. H. Banicki, local president; and James D. Buck, recording & financial secretary.

Shown here (left to right) are: Bruce A. Hazard, local chairman; John E. Hansen, BofRS director of research, and Robert W. Aldrich. In addition to discussing the recent wage and fringe benefit signing on July 27, Hansen also answered questions concerning application of the hours of service to signalmen.

Members of Local 14 seated in the rear (left to right) are: Randy Morgan, Alan J. Katona, Ray E. Nickerson, local chairman; and Mahlon J. Scofield. In the foreground is J. L. Whitmore.

Santa Fe Lodge 121 holds meeting in Temple, TX

Thirty eight members attended the regular quarterly meeting of Santa Fe Lodge 121 held in Temple, TX, on July 22. "We were very proud to have this large turn-out for a meeting as it shows that the members of this Local are very interested in their organization," reports G. C. Banzhaf, local chairman.

General Chairman Richard R. Van Vacter reported on the negotiations that had taken place in the national wage and fringe benefit movement.

William T. Liddell, with the firm of Downman, Jones and Granger, spoke on members rights under Federal Employers' Liability Act.

Also, nominations for local officers were held. These officers are to serve for the next three years.

San Joaquin Valley Lodge meets in Modesto, CA

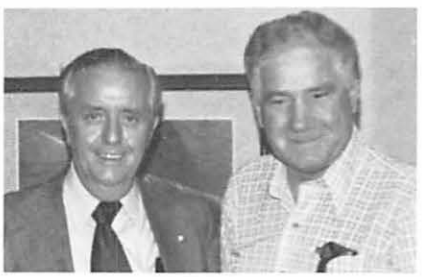
On August 19 San Joaquin Valley Lodge 173 met in Modesto, CA. Twelve members were present. Bill Hanshaw, local president, conducted the meeting. R. R. Van Vacter, general chairman, reported on the July 27 national wage and benefit agreement, answered questions concerning cost-of-living adjustments and the roll-in feature. Although some felt that the agreement did not provide enough improvement in the fringe benefits it was considered a reasonable settlement. Several members suggested that a priority for the next round of negotiations should be toward more personal holidays.

Missouri Pacific Missouri Lodge 72

At a Missouri Lodge 72 meeting Bruce Harris (left) signal maintainer chats with C. W. Files, local chairman.

J. R. Taylor (left) local president, conducted the meeting. At his left is W. D. Corn, general chairman, who discussed matters of interest to the local.

Shown here from the left are: Harold L. Whitfield, local chairman; Owen J. Lunsford, Jr., local chairman; and Emanuel J. Anousakes, vice general chairman.



M. B. "Pete" Frye, BofRS vice president, shown here with H. R. Kelly (right) held a training session covering the handling of claims and grievances.

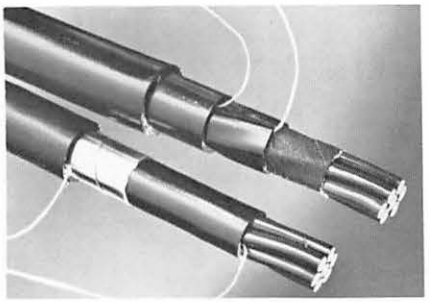
S. L. Wilkerson, signal maintainer, listens to W. D. Corn, general chairman, at the Local 72 meeting.

At a coffee break shown here (left to right in the rear): Bruce Harris, signal maintainer and Herman L. Martin, Jr., signal foreman and local chairman. In the foreground is John W. Pace, (left) signal maintainer and Owen J. Lunsford, signal maintainer and local chairman.

Service Sales Engineer

A leading manufacturer of batteries and battery chargers is seeking a knowledgeable Service Sales Engineer. Position requires traveling covering midwestern railroads. Railroad signal or electrical experience required. Excellent employee benefits and good opportunity for advancement. An equal opportunity employer. Send resume to Box Z, The Signalman's Journal, 601 West Golf Road, Mt. Prospect, IL 60056.

Product News



New signal cables are available

"DF" (damage free) underground railroad signal cables are available in both armored and non-armored constructions, having up to 61 conductors, meet or exceed AAR specifications. The color coded conductors, solid or stranded, tin coated copper, are insulated with Okonite, a proprietary thermosetting EPR (ethylene-propylene-rubber) compound having the optimum balance of electrical and physical properties.

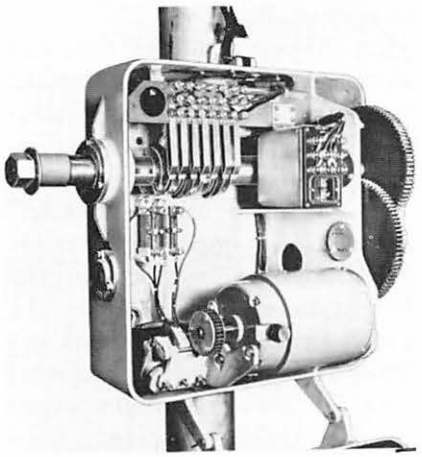
Mechanical protection is provided to the conductors by a unique "shock absorbing cushion." This cushion which is extruded directly over the insulated conductors in the armored DF constructions and over an inner polyethylene jacket in non-armored DF constructions protects the cables from impact damage during direct burial installation and continues to provide crush resistance to the cables throughout the life of the installation. Additionally, the shock absorbing cushion and the polyethylene coverings serve as an effective barrier.

Splicing and terminating is simplified by two "quick opening pull cords." In armored DF constructions whose bronze armor tape is helically applied over the conductor cushion, one cord is placed under the conductor cushion and the other under the cable jacket. In non-armored DF

constructions, for electrical system usage, one cord is located under the inner polyethylene jacket and the other under the cushion layer. When these cords are pulled, by hand—no tools needed—they, in a zipper like action separate both the shock absorbing cushion and jacket(s) to expose the conductors for required splicing and terminating work at considerable savings in time.

Both constructions, which are extremely flexible and easy to handle, have a tough wear and moisture resistant polyethylene jacket overall.

For more information write Dept. TSJ, The Okonite Company, Box 340, Ramsey, NJ 07446.



New gate mechanism has sliding cam

New special and safety features designed and engineered into the W-C-H 3590 gate mechanism enable this unit to provide the fast, dependable performance needed for improved crossing warning devices. Individual components and materials have been especially selected and combined to assure maximum service and reliability, and to require only minimum maintenance.

The unit is said to provide fast, dependable action, even when raising gate arms up to 44 ft in length. Control is either 2 wire or 3 wire. Patented "Slide Cam" minimizes gate arm pumping and contact burning. All cams are individually adjustable. "Flame Hardened" carbon steel gear teeth reduce damage to gears to a minimum even when installation is subject to an impact severe enough to break gate arm. The W-C-H 3590 mechanism has a durable cast aluminum case to house the mechanism.

Available with a full line of wooden or fiberglass gate arms, gate arm adapters, lights, counterweights, bells, poles and bases, the W-C-H 3590 gate mechanism permits setting up a crossing installation to satisfy individual railroad or company needs.

Write Dept. TSJ, Western-Cullen-Hayes, Inc., 2700 West 36th Place, Chicago, IL 60632.

Flasher unit has vandal-resistant design

The new GRS vandal-resistant Lex-C highway crossing flashing signal unit has a unique lens design to provide superior optical service under all conditions. Designed for easy replacement of existing units, the rust-proof signal has only nine working parts, compared with 50-60 in conventional signals. For details, write for F-253 Dept. TSJ, General Railway Signal Co., P.O. Box 600, Rochester, NY 14602.

Multi-tester has many signal uses

The Simpson TS-111 multi-tester can be used to make accurate checks of circuits for block signaling, etc, interlockings, highway-railroad grade crossing warning systems and various types of track circuits.

The TS-111 measures percent "on" time of coded track circuit pulses with readout directly in percentage.

It measures ac voltages even when ac is superimposed on dc track circuits.

Resistance measurements can be made without fear of meter burnout. A special circuit warns if power is present.

The TS-111 measures ac-dc current (0-3, 30 amp ac; 0-15, 60, 300 ma and 0-1.5, 6, 30 amp dc); ac-dc voltage (0-3, 15, 150, 600 volts ac at 300 ohms per volt sensativity and 0-0.6, 3, 15, 60, 300 volts dc at 1000 ohms per volt sensativity); and resistance 0-100 and 0-10,000 ohms.

The meter uses an Eveready type 950 or equivalent battery (standard D size cell) for ohms measurements, 1.5 volts at 300 ma.

For more information, write Dept. TSJ, Simpson Electric Co., 853 Dundee Ave., Elgin, IL 60102.

What are your chances of getting cancer?

This check list is a first step in the process that could save your life.

BREAST CANCER

- ☐ Over 40 and have close relatives who had breast cancer.
- ☐ Had a breast operation.
- ☐ Have lump or nipple discharge.

Absolutely nothing is more important to surviving cancer than early detection is.

So if you checked any boxes, you should discuss them with your doctor soon.

We want to cure cancer in your lifetime. But we'll never do it without your help.

American Cancer Society

Personal Aids & News

Wells on Children's Health

By **Marion Wells**
Research Director
American Physical Fitness
Research Institute

How much do you tell a child who's seriously ill or facing hospitalization or an operation?

"Children know something is happening. There's no way you can mask it," said Howard Hansen, M.D., who heads the Division of Psychiatry at Childrens Hospital of Los Angelos.

"I've had the experience of children being taken to surgery who'd been told they were going to go get an ice cream," he added in an interview. "When the child finds out it certainly shakes his trust in what his parents and/or so-called helpful adults are telling him."

It's been noted that children prepared for a hospital experience by going over a booklet with their parents ". . . do not become as frightened or as withdrawn; they eat, sleep, and recover better from their illnesses, both in the hospital and after they return home."

"Often children's fears and fantasies are worse than reality itself," Dr. Hansen continued. "What is telling the truth? It means offering youngsters an explanation they are capable of understanding at their level of development. They need that for reassurance."

"There's also a time factor," he pointed out. "A younger child's concept of time isn't the same as an adult's. So you don't tell him weeks ahead of some impending procedure. But largely dependent on a child's developmental age, you do tell him days or a day or possibly even hours before a significant procedure."

A child may protest when he's properly prepared for painful medical treatment, Dr. Hansen cautioned. "Parents sometimes say, "It's better not to tell my child. It will upset him.

"But that is depriving the child of a normal and healthy response, that of being scared, anxious and even angry that the big people of his life are letting this happen to him."

"Only by being able to accept and deal with this themselves can parents help their youngsters face it. When a child sees Mom and Dad manage to cope and stand by to share the experience and offer support, there's a good chance he'll come through trusting them more and handling things better himself as a result."

Hansen says parents of sick children may face a variety of fears, frustrations and guilt feelings. They may need the help of family, friends, or such resources as helping professionals and spiritual counselors.

The needs of a sick child's brothers and sisters are also important to consider, he pointed out. "You need to find ways of providing the emotional support they had before. But they also need to understand the importance of caring for the ill child. You can include them in that and make them partners in it instead of victims of it."

Children in a Hospital

Can play make medical treatment less scary for children and help them feel more at ease in the hospital?

Yes, says the head of Psychiatry at Childrens Hospital of Los Angeles. "We consider play a very important preventive mental health approach to dealing with hospitalization," adds Howard Hansen, M.D.

"Play is constructive. It's the work of childhood," he pointed out in an interview. "Play can provide some continuity between home and the hospital experience."

"We don't let anything hurtful happen in the playroom of the hospital," he continued. "But a highly trained staff can help children prepare for events they'll be going through later."

"Children can perform on a doll a 'painful' procedure they're facing. They can even be prepared for having an amputation. And they can be helped to work through hurts by writing stories or playing out on safe objects what they're experiencing in the hospital situation."

Hansen says children's fears and fantasies can be more grotesque and frightening than the truth. Giving them some idea what to expect lessens their anxiety.

"For example, cardiac catheterization involves inspecting the inside of the heart by indirect methods. The child has to go to a special room. The doctors are all gowned. It's dark and there's an X-ray machine and other things that can be very frightening to children. Play can help prepare them for this."

The decision to hospitalize a child should be considered carefully, Dr. Hansen believes. When it must be done, play can ease the way and help make it a less frightening experience.

Children's Feet

Foot trouble can stand in a child's way in more ways than one.

Undetected, uncorrected foot problems can hobble children's social development as well as throwing their bodies off balance. According to foot specialist Elizabeth Roberts, D.P.M., "The child whose feet won't meet the tests of his playmates often becomes the teenager who is shy and hesitant to compete or to join in the fun."

Babies and children often can't or won't tell you when feet are bother-

ing them. A child may assume this ". . . is the way he's supposed to feel," notes Dr. Roberts in her book "On Your Feet." And little feet are still flexible enough to be forced into shoes and socks that are too small and can therefore cause problems.

To find children's foot problems, parents even more than the doctor must make it a point to stay on their toes. You have a chance to watch how your youngster functions in day-to-day activities, something a doctor doesn't see.

A child's feet can talk for him if you learn their language. Possible signs of trouble include unusual clumsiness, abnormal gait, a tendency for your youngster to trip himself or drag his feet, outward or inward toeing, bowlegs, knock-knees, a continuing limp, walking on tiptoes, or a small growth (such as a callus or corn). Repeated night cramps may mean legs are overtired from functioning improperly all day.

When a normally active child suddenly becomes noticeably less so, walks gingerly or takes every opportunity to get off his feet, it's also possible foot problems may be at the bottom of such behavior.

If your child has a foot specialist, report such signs for any necessary professional evaluation. Otherwise, discuss them with your child's pediatrician so he (or she) can refer you to an orthopedist or doctor of podiatric medicine if there's cause for concern.

Be sure your children's feet are included in their regular physical examinations.

The steps you take can help give your child's health a better leg to stand on!

Your children's feet are less apt to torture them, now and later, if they don't wear shoes that torture their feet.

Imprisoning little feet in the wrong shoes or socks is a big cause of future foot trouble, says Francis Dolan, D.P.M.

He adds that in a baby's early months, most experienced doctors feel the best footwear may be none at all. During this stage, freedom of motion gives baby's foot muscles an optimum chance to develop. It's also generally too early to diagnose hereditary tendencies toward foot problems unless they are drastic.

Baby's early steps are best taken in a sandbox, padded playpen or some other soft, resilient surface. Let baby decide when his feet are ready.

Children's feet, too, will welcome the chance to go barefoot on soft, yielding surfaces where there's miminum danger from stones, thorns, cuts or cold. But going barefoot on hard, unyielding surfaces such as cement is not a good idea.

When you do shop for school shoes or play shoes, there's no profit in saving on them at the expense of your child's feet.

Buy new shoes when Junior outgrows his present pairs. Don't wait for them to wear out.

Avoid hand-me-downs, urges foot specialist Elizabeth Roberts, D.P.M., in her book "On Your Feet." Shoes shape themselves to their first wearer's feet and gait. Nor should children's shoes be resoled.

Children's feet can tell you a lot about how their shoes are fitting. Especially when shoes are new, watch feet for spots of thickened skin and red, pink or darkened areas indicating pressure. Look within shoes to see if the toe imprints on the insole extend too close to the tip. If shoes bulge or the tops extend over the soles as the child stands, suspect that a different size is needed.

Is there room in shoes for your child's socks without cramping his feet?

Tight socks or stockings can cause trouble, too. Buy them big enough. Watch for shrinkage.

Shoes can always be replaced, but our feet have to last us for life. Why risk playing "footsie" with your child's health?

Medicine Chest

Most of us go through our refrigerators and throw out old food before it can make us sick. But what about the "leftovers" in our medicine chest?

In one instance several patients' nausea, vomiting and diabetes-like symptoms were ". . . traced to chemical deterioration of an antibiotic . . . taken long after it should have been thrown away."

With time, some drugs may gain or lose potency or even ". . . undergo marked chemical changes that can make them dangerous." Yet Keith Sehnert, M.D., describes most medicine cabinets as ". . . a Hungarian goulash of pharmaceutical odds and ends . . ."

Is yours? If so, maybe it's due for a purge.

Discard crumbling tablets, products which show a change in color, odor or taste, liquids that develop sediment or ointments that ". . . change color or become watery or hard."

Ask your druggist to mark the expiration date clearly on prescription containers. Discard leftovers after your illness is over. Avoid self-prescribing them for a later ailment, even if symptoms are similar.

It's wise not to "overbuy." Even vitamin products can lose potency if kept around indefinitely.

Ask your pharmacist for storage instructions, particularly if a chronic condition requires that specific amounts of certain medications be kept on hand. Note and follow storage directions on nonprescription preparations. Keep all containers properly sealed and clearly labelled. Do some remedies require refrigeration?

Liquid antibiotics tend to lose potency in a week or two, even under refrigeration, cautions Dr. Sehnert in his book "How To Be Your Own Doctor — Sometimes."

Another thing to dump is Uncle Henry's pills that Aunt Agatha took to Cousin Carl when he kept getting that cough. Never borrow medication prescribed for another person.

Maintaining the health of your medicine chest will help protect yours. Give it repeat checkups at frequent intervals. Don't let its upkeep be your downfall!

How well did you do on the exercises? Here are the answers to the tests on pages 13, 14 and 16.

Use of the Short Word

1-tell
2-yes
3-seem
4-find out
5-fill out
6-follow
7-be, is
8-help
9-dead
10-think
11-want
12-find
13-show
14-make
15-follow
16-sign
17-didn't
18-send
19-send
20-since
21-trouble
22-show
23-first
24-not enough
25-if
26-find
27-no
28-get
29-about
30-now
31-before
32-under
33-ask
34-need
35-home
36-show
37-check
38-say
39-send
40-big, large
41-send
42-suffer
43-end
44-happen

Omit Needless Words

The shop committee **concluded** that management would not alter the contract unless the members **picketed** the plant.

After discussion, the members **rejected the idea.** Some speakers **opposed any demonstration.**

The committee's report was printed so amendments could be proposed by members **who felt** the facts **didn't justify such** action. Of course, some members admitted their interest.

Note: Words in **bold face** are new. Above is the short version with some original words omitted.

Eliminate Unnecessary Words

1-for
2-now
3-soon
4-sometimes
5-so
6-can
7-if
8-we think
9-since
10-so
11-please send
12-on
13-therefore
14-for
15-as

Active Verbs are More Forceful

1-The members elected him.

2-The new manager signed the contract.

3-The sidewalk was littered with handbills.

4-The President has announced the USA's withdrawal from the ILO.

5-I'll always remember my first union meeting.

6-The President rapped the gavel for adjournment.

7-A special issue of the union journal recognized the company's problems.

8-Soon the steward was sorry for what he said.

9-The speaker convinced him.

10-A few anti-union Senators from right-to-work-for-less states—where unions are weaker—blocked Labor Law Reform. They held the floor until the majority voted to send the bill back to Committee. The filibuster succeeded because the minority rules the U.S. Senate.

Write What Is, Not What Isn't

1-He was often late.

2-He thought individual negotiations a waste of time.

3-The old company union contract was weak. The grievance procedure was foggy.

4-Right-to-work propaganda is dishonest.

5-Criticism of the strike was trivial.

6-The recording secretary forgot to list the motion in the minutes.

7-The chairman ignored the protests of younger members.

8-The negotiating committee distrusted the company lawyer.

9-Only the chairman raised that point among others.

10-He told the story for a reason.

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News from Canada

Signalmen and non-ops serve notice on railways

Wages, job security, pension and health and welfare improvements highlight the contract proposals presented to major Canadian railways by a coalition of five unions representing 56,000 railway non-operating employees. The present one-year agreement covering 100,000 railway workers expires December 31.

A return to the Hall formula, which provides for all railway wage increases based on historical relationships with other workers, productivity trends and past inflation, combined with a cost-of-living allowance clause are the main features of the wage proposals.

Increased employment through security attrition agreements, a company-paid health, dental and vision plan and paid sick leave are other major items proposed by the unions.

Negotiating committee chairman for the Associated Non-Operating Railway Unions is Don Nicholson, president, Canadian Brotherhood of Railway, Transport and General Workers. John E. Platt, BofRS vice president, is secretary-treasurer of the negotiating committee.

Jobs protected during VIA Rail takeover

When VIA Rail took over the passenger operations of Canadian National and Canadian Pacific Railways, the jobs of 2,800 employees of both companies were protected by agreements negotiated between the railways and 14 rail unions.

Under the terms of the agreements, workers whose jobs would have been eliminated under VIA were guaranteed the right to fill vacancies within their companies. If this was not possible, then they could transfer to the other company in the corresponding basic seniority territory.

Employees who would have been

J. E. Platt (right) BofRS vice president, listens to A. M. Hopper (center) vice president of the Brotherhood of Maintenance of Way Employees on the occasion of Brother Hopper's retirement. Also enjoying the retirement luncheon is Ray Peer (left) chairman, Association of Railway Unions Negotiating Committee. The retirement luncheon for Brother Hopper was held at the Four Seasons restaurant in Ottawa, Ont. on July 25, 1978.

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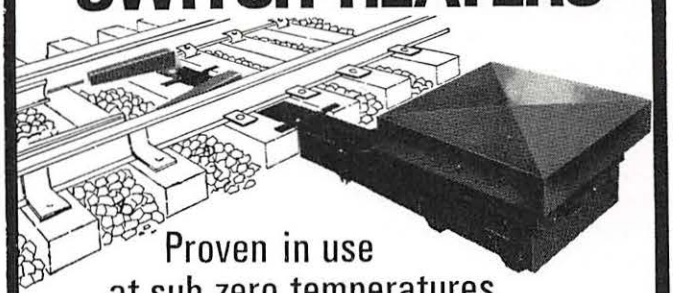

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laid off because of the changeover and who could not find a job to transfer to became eligible for retraining at 80 per cent of their salary. The agreements also provided that anyone whose salary would fall by $2 or more because of a job transfer would be paid at the old rate. And, anyone laid off would receive 80 per cent of their previous income in supplemental unemployment benefits.

One point was not settled and therefore arbitrated by Quebec provincial court Chief Justice Alan B. Gold. Gold ruled that workers who retired early to allow those with less seniority to avoid layoff would receive separation allowances and early retirement benefits.

Emplois protégés à Via Rail par les accords syndicaux

Quand VIA Rail a pris en main l'exploitation des services voyageurs du Canadien national et du Canadien pacifique, le poste de 2,800 employés des deux compagnies a été protégé par des accords négociés entre les employeurs et 14 syndicats de cheminots.

Dans le cas des employés que la nouvelle formule défavorisait, les accords permettaient le maintien de l'emploi et la protection du salaire.

Aux termes des accords, on garantissait aux travailleurs dont le poste aurait été supprimé sous le régime de la nouvelle société le droit de combler des vacances dans leur compagnie. Si cette solution était possible, ils pouvaient alors passer à l'autre compagnie dans la sphère d'ancienneté fondamentale correspondante.

Les employés qui ne pouvaient se trouver d'emploi après avoir été mis en disponibilité à cause du changement pourraient se recycler tout en touchant 80 pour cent de leur salaire. Les ententes prévoyaient également que tout employé dont se salaire diminuerait de $2 ou davantage en raison d'une mutation d'emploi serait rémunéré à son ancien taux, et quiconque serait congédié recevrait 80 pour cent de son salaire antérieur en prestations supplémentaires de chômage.

Un point n'avait pas éyé réglé et a dû être tranché en arbitrage par le juge en chef de la Cour provinciale du Québec, Alan B. Gold; en vertu de sa décision, les travailleurs qui ont pris leur retraite hâtivement pour éviter le congrédiement d'employés comptant moins d'ancienneté toucheront des indemnités de départ et des prestations de retraite anticipée.

PRIX À LA CONSOMMATION
CERTAINES VILLES — JUILLET 1978
% d'augmentation par rapport au même mois l'an dernier

	IPC total	Aliments	Logement
St-Jean (T.-N.)	8.1	14.8	6.6
Halifax	7.7	16.7	5.1
Saint Jean (N.-B.)	8.6	15.2	7.1
Québec	8.7	15.2	8.2
Montréal	9.1	15.6	8.5
Ottawa	9.1	17.6	6.3
Toronto	9.6	19.0	7.5
Thunder Bay	7.6	14.7	6.7
Winnipeg	8.6	17.5	6.1
Saskatoon	8.9	15.6	7.9
Regina	10.4	19.4	8.7
Edmonton	9.6	19.9	7.6
Calgary	9.0	18.2	7.0
Vancouver	8.2	16.1	5.8

Hausses des prix dans les villes

Les prix à la consommation publiés pour quatorze agglomérations dénotent qu'en juillet la hausse globale en est allée de 0.6% à Edmonton et Vancouver à 2.0% à St-Jean de Terre-Neuve. La hausse n'était inférieure à 1% que dans deux villes: Thunder Bay (0.8%), et Calgary (0.9%). Ainsi qu'on le relevait dans tout le pays, la montée rapide du prix des vivres, surtout celui de la viande et des fruits de légumes, a été la principale cause de la hausse globale des prix en juillet.

City prices pushed by higher food costs

Consumer prices are published for fourteen regional cities and during July total price increases ranged from 0.6 per cent in Edmonton and Vancouver to 2.0 per cent in St. John's, Newfoundland. Only two other cities reported increases of less than one per cent—Thunder Bay with 0.8 per cent and Calgary with 0.9 per cent. As was the case in all-Canada index, fast rising food

CONSUMER PRICES — CITIES — JULY 1978
PER CENT INCREASE FROM SAME MONTH LAST YEAR

	All items	Food	Housing
St. John's	8.1	14.8	6.6
Halifax	7.7	16.7	5.1
Saint John	8.6	15.2	7.1
Quebec City	8.7	15.2	8.2
Montreal	9.1	15.6	8.5
Ottawa	9.1	17.6	6.3
Toronto	9.6	19.0	7.5
Thunder Bay	7.6	14.7	6.7
Winnipeg	8.6	17.5	6.1
Saskatoon	8.9	15.6	7.9
Regina	10.4	19.4	8.7
Edmonton	9.6	19.9	7.6
Calgary	9.0	18.2	7.0
Vancouver	8.2	16.1	5.8

prices—particularly for meat and fresh produce—caused most of the overall price increases over the month.

Fastest price rise in three years

Shoppers faced the biggest monthly price increase since June 1975 during July as the overall consumer price index for Canada rose 1.5 per cent to 177.7 (1971 = 100), a sharp 9.8 per cent higher than a year ago.

Food prices continued their upward spiral jumping by an average of 4.0 per cent from June to July to reach a staggering 20.1 per cent above price levels a year earlier. That was the fastest 12-month food-price rise in thirty years.

Within the food basket, beef prices should have dropped in July reflecting the lower prices which were paid to beef producers. That drop was not passed on to consumers as the retail price of beef rose 4 per cent over the month—on top of increases averaging 10 per cent in the previous three months—to a level 66 per cent above last July. While all food prices increased between June and July, the heftiest increases were for fresh fruit (13.5%) and fresh vegetables (33.6%) which cost 46 and 72 per cent respectively more than they did a year ago.

Hausses des prix: un record de 3 ans

Les consommateurs n'avaient pas connu de hausse mensuelle des prix aussi rapide depuis juin 1975: l'indice global des prix à la consomma-

CONSUMER PRICES
PER CENT INCREASE FROM CORRESPONDING MONTH LAST YEAR

1978	All Items	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol	Total Excl. Food
May	**9.0**	**16.9**	**7.6**	**2.5**	**4.8**	**6.4**	**3.3**	**9.8**	**6.2**
June	**9.2**	**17.9**	**7.2**	**2.5**	**4.8**	**6.3**	**3.3**	**9.7**	**5.9**
July	**9.8**	**20.1**	**7.2**	**2.5**	**4.9**	**6.9**	**3.6**	**8.3**	**6.0**

PRIX À LA CONSOMMATION
POURCENTAGE DE L'AUGMENTATION PAR RAPPORT À L'ANNÉE DERNIÈRE

1978	Indice global	Alimentation	Habitation	Habillement	Transport	Soins Personnels et de santé	Divertissements et lecture	Tabac et Alcool	Total nourriture exclue
Mai	**9.0**	**16.9**	**7.6**	**2.5**	**4.8**	**6.4**	**3.3**	**9.8**	**6.2**
Juin	**9.2**	**17.9**	**7.2**	**2.5**	**4.8**	**6.3**	**3.3**	**9.7**	**5.9**
Juillet	**9.8**	**20.1**	**7.2**	**2.5**	**4.9**	**6.9**	**3.6**	**8.3**	**6.0**

tion pour tout le pays a augmenté de 1.5% en juillet pour atteindre 17.7 (1971 = 100), soit une phénoménale hausse de 9.8% depuis un an.

Le prix des vivres a poursuivi son incroyable gallopade; avec une hausse de 4% en juillet, il dépasse d'une retentissante marge de 20.1% son niveau de l'an dernier. Il y avait 30 ans que le prix des denrées alimentaires n'avait pas augmenté aussi vite en 12 mois.

Parmi les vivres, le prix du boeuf aurait dû afficher une diminution en juillet puisque les producteurs recevaient moins; mais les consommateurs n'en ont pas bénéficié; au contraire, le prix au détail a augmenté de 4%; après des hausses moyennes de 10% au cours des trois mois précédents, on constate donc une hausse de 66% depuis juillet dernier.

Quoique le prix de tous les produits alimentaires ait augmenté, on relève un bond plus marqué au comptoir des fruits et des légumes frais (13.5% et 33.6% respectivement, ce qui donne 46% et 72% de plus qu'il y a un an).

Faibles hausses dans les nouveaux contrats

En avril, mai et juin, 186 grandes conventions visant en tout plus de 395,000 travailleurs ont été signées. Les hausses de salaires de base prévues par ces conventions seront de 6.4% par année, en moyenne; c'est l'augmentation la plus faible depuis

% DU CHANGEMENT ANNUEL MOYEN DES TAUX DE BASE DANS LES NOUVELLES CONVENTIONS SELON LA PÉRIODE D'AUGMENTATION

Premier trimestre 1978	1ère année	2e année	3e année
Contrats de 1 an	**6.3***		
Contrats de 2 ans	**6.7**	**6.2**	
Contrats de 3 ans	**9.7**	**5.8**	**6.3**

* Les contrats d'un an viennent à échéance jusqu'à 17 mois après. Ce chiffre représente l'augmentation moyenne des premiers 12 mois.

% DU CHANGEMENT ANNUEL MOYEN DES TAUX DE BASE DANS LES NOUVELLES CONVENTIONS, PAR CONDITION D'INDEXATION

2ième trimestre 1978	Avec clause d'indexation	Sans clause d'indexation	Toutes les nouvelles conventions
Toutes les conventions	**6.4**	**6.4**	**6.4**
Conventions d'un an	**6.0**	**6.4**	**6.3**
Conventions de 2 ans	**6.6**	**6.3**	**6.4**
Conventions de 3 ans	**5.9**	**7.6**	**6.7**

que Travail Canada a commencé à réunir ces chiffres en 1967.

A moins d'un freinage notable de la hausse des prix d'ici un an ou deux, ce qui est plutôt improbable, le niveau de vie des travailleurs et l'état de l'économie en général vont continuer à se détériorer, à mesure que la montée des prix minera le pouvoir d'achat que les salaires représentent.

Suivant la tendance établie, la majorité des travailleurs (267,500 ou 68%) ont choisi des conventions d'un an sans clause d'indexation au coût de la vie. Parmi le groupe considérable (115,600) de ceux qui ont opté pour un convention de deux ans, 45% ont des clauses d'indexation.

Lowest rate for new agreements

During April, May and June, 186 major agreements were signed covering over 395,000 workers. Future increases in base rates under those agreements will average 6.4 per cent per year—the lowest rate since Labour Canada began collecting that information in 1967.

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AVERAGE ANNUAL PER CENT CHANGES IN BASE RATES FOR NEW SETTLEMENTS BY PERIOD OF INCREASE

First Quarter 1978	First Year	Second Year	Third Year
1-year agreements	6.3*		
2-year agreements	6.7	6.2	
3-year agreements	9.7	5.8	6.3

* One-year agreements have a term of up to 17 months. This represents the average increase in the first 12 months.

AVERAGE ANNUAL PER CENT INCREASE IN BASE RATES OVER TERM OF AGREEMENT FOR NEW SETTLEMENTS

Second quarter 1978	With a Cola Clause	Without a Cola Clause	All new Settlements
All agreements	6.4	6.4	6.4
1-year agreements	6.0	6.4	6.3
2-year agreements	6.6	6.3	6.4
3-year agreements	5.9	7.6	6.7

Unless price increases slow considerably over the next year or two—which is highly unlikely—the standard of living of workers and the state of the economy as a whole will deteriorate even further as prices continue to erode the purchasing power of earnings.

Continuing the past trend, the majority of workers—267,500 or 68 per cent—chose new one-year agreements mainly without COLA clauses. Of the large group—115,600—with new two-year agreements, 45 per cent have COLA coverage as well.

Editor's Note: Our thanks to Canadian Labour Congress to publish material from "Canadian Labour Comment" and "Information Syndicale."

Manoeuvre politique désespérée

L'annonce, par le gouvernement fédéral, de coupures bugétaires et autres mesures économiques ont été qualifiées le 25 août par M. Dennis McDermott, président du Congrés du Travail du Canada, de "tentative désespérée, par un gouvernment aux abois, de rattraper une popularité qu'il a perdue par des années d'irresponsabilité et de mauvaise administration."

"Le gouvernement en place a eu 10 années pour élaborer des politiques économiques et sociales concrètes," a remarqué M. McDermott. "Au lieu de cela, il a trébuché d'une crise à l'autre. Maintenant que les dés sont jetés et que les élections sont dans l'air, le gouvernement pense qu'il peut faire croire aux Canadiens que des années de mauvaise gestion peuvent être corrigées au moyen d'une série de mesures de replàtrage.

"Le gouvernement est si désespéré qu'il n'a même pas pris le temps de formuler les détails de ses propositions. Lors de sa conférence de presse d'hier, le ministre des Finances Jean Chrétien était incapable de répondre à plusieurs demandes de précisions.

"Le gouvernement coupe ici, propose des retranchements là et fait des rajustements ailleurs, tout ceci dans sa hâte désordonnée de trouver des remèdes. Il met la charrue devant les boeufs en annoncant des économies avant mème de déterminer comment il entend mettre en pratique ses propositions de création d'emplois et de développement industriel. La seule indication à ce sujet consiste en une suggestion par M. Chrétien qu'on envisage de modifier le programme d'assurance chômage.

"Or, des restrictions supplémentaires au chapitre de l'assurance chômage et d'autres programmes sociaux n'auront d'autre effet que de continuer à mettre tout le fardeau des erreurs gouvernementales sur le dos de ceux qui en souffrent déjà le plus—les pauvres et les chômeurs.

"Quant à la réduction des services aux consommateurs, y compris celle des budgets du ministère de la Consommation et de plusieurs associations de protection du consommateur, il s'agit là encore d'une décision irréfléchie qui, en définitive, coûtera au consommateur plus d'argent qu'il n'en retirera.

"De facon générale, nous sommes extrêmement préoccupés par les mesures de restrictions de près de $4 milliards, mentionnées par le gouvernement au cours des deux dernières semaines. Le fait de couper les dépenses fédérales à une époque de chômage et de croissance ralentie n'améliorera pas la performance économique du pays ni ne réduira le taux scandaleux de chômage. Ce genre de retranchements n'a pas de sens économique et ne peut être motivé que par des considérations purement politiques.

"Au chapitre de l'inflation, nous considérons que la décision de geler le prix du pétrole et de réduire la taxe spéciale sur l'essence est arrivée trop tard, après que le coût de la vie eût déjà grimpé astronomiquement sans espoir de retour.

Grandes lignes des coupures budgétaires

Despuis le discours du premier ministre Trudeau à tout le pays, le 1er août, tant le président du Conseil du trésor Robert Andras que le ministre des Finances Jean Chrétien ont annoncé des mesures s'inscrivant dans le programme de coupures budgétaires de $2 milliards.

M. Andras a annoncé, le 16 août, que 5,000 emplois seraient retranchés dans la fonction publique; deplus, la prime au bilinguisme de $800 par année, versée à environ 40,000 fonctionnaires, sera annulée.

Parmi les projets que M. Chrétien a rendus publics le 24 août, on remarque des coupures de $40 millions d'allocation familiales (ramendées de $26 a $20 par enfant) à la fin de l'année, assorties de crédits fiscaux pour les familles à faible revenu, d'une hausse de rente de $20 par mois pour certains pensionnés, d'un rétrécissement de $580 millions au programme d'assurance-chômage pour l'année financière 1979-80 (les détails n'en ont pas encore été annoncés), d'une diminution de 3 cents le gallon de la taxe d'accise spéciale sur l'essence, imposée pour conserver l'énergie, et de l'annulation de la hausse de $1 le baril de pétrole prévue pour janvier 1979.

"Nous nous inquiétons aussi beaucoup des tentatives persistantes, de la part du gouvernement, de combattre l'inflation en créant du chômage. Le problème du chômage devrait être attaqué au moyen d'investissements dans les secteurs tels que le logement, l'énergie et l'alimentation, ce qui crées des emplois tout en réduisant l'inflation dans ces secteurs si importants.

"La lutte à l'inflation doit se fonder sur des politiques visant à réduire le chômage et non par des mesures qui ne feront que l'aggraver, comme c'est la cas maintenant.

"Quant aux augmentations accordées aux retraités et aux crédits d'impôts pour les familles à faibles revenus avec des enfants, nous proposons des mesures semblables, quoique plus généreuses, depuis des années. Il est regrettable de constater qu'elles ne seront prises qu'à titre de manoeuvre électorale de dernière heure."

Govt. cutbacks are desperate popularity bid

The federal government's announcements of budget cutbacks and other economic measures were described Aug. 25 by Dennis McDermott, president of the Canadian Labour Congress, as a "desperate attempt by a bankrupt government to regain a popularity it has lost through years of irresponsibility and economic mismanagement."

"This government has had 10 years to put together comprehensive economic and social policies," Mr. McDermott said. "Instead it has blundered from crisis to crisis. Now that the chips are down with an election around the corner, the government thinks it can fool Canadians into believing that years of mismanagement can be corrected by a series of patchwork measures.

"The government is so desperate that it has not even taken the time to go into the details of its proposals. At yesterday's news conference, Finance Minister Jean Chrétien was unable to answer many questions concerning the specifics of his statement.

"The government slashes here, proposes cutbacks there and makes adjustments elsewhere in this crazy patchwork of unrelated measures. It puts the cart before the horse by announcing savings before figuring out how it intends to implement its proposals for job creation and industrial development. The only indication in this connection is that they are to be implemented by changing the unemployment insurance program.

"But further restraints in unemployment insurance and other social programs will again put all the consequences of the government's mistakes on the backs of those who suffer most—the poor and the unemployed.

"As for the reduction in consumer services, including cutbacks in the budgets of the Department of Consumer Affairs and consumer protection associations, this is another rash decision that will ultimately cost the consumer more than he will save.

"In general, we are deeply concerned by the almost $4-billion restraint measures discussed by the government in the past two weeks. Cutting back federal spending at a time of slow growth and high unemployment will not improve Canada's economic performance nor will it reduce its scandalous rate of unemployment. These types of cutbacks are clearly motivated by political considerations and make no economic sense.

"On the inflation front, we feel that the decision to freeze the oil prices and to reduce the special tax on gasoline has come too late, after the galloping price of energy has already irretrievably affected our cost of living.

"We are also very much concerned about the government's continued attempt to fight inflation by creating unemployment. The inflation problem should be dealt with by investments in sectors such as housing, energy and food, which create jobs as well as reduce inflationary pressures in those important sectors.

"Inflation can best be fought through policies that decrease unemployment—not through policies that increase it, as is the case now.

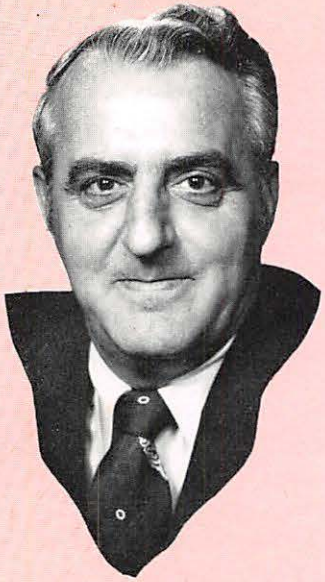
"As for the increases to pensioners and the income tax credits for lower-income families with children, we have advocated a similar but more generous approach for years and regret to see that it is being done only as a last-minute election ploy."

Cutback highlights

Since Prime Minister Trudeau's speech to the nation Aug. 1, both the President of the Treasury Board Robert Andras and Finance Minister Jean Chrétien have announced measures to implement the promised $2 billion spending cut.

Andras announced Aug. 16 that some 5,000 federal public service jobs would be eliminated in the cutbacks. In addition, the $800-per-year bonus paid to approximately 40,000 bilingual civil servants will be scrapped.

Among Chrétien's proposals, made public Aug. 24, were cuts of $40 million in family allowances, from $26 per child to $20, at the end of the year; coupled with tax credits for low-income families; a $20-per-month raise to some pensioners; a 3-cent-per-gallon reduction in the special energy-conservation excise tax on gasoline; and the withdrawal of a $1-per-barrel increase in oil prices scheduled for Jan. 1979. Chrétien also announced a $580-million cut in the Unemployment Insurance program, details of which were not yet available at press time.



Bates' Commentary

The strike by the Brotherhood of Railway and Airline Clerks against the Norfolk and Western, which resulted in strikes by BRAC against carriers participating in the so-called "mutual aid pact" and carriers interconnecting with N&W, was terminated by a temporary restraining order after the creation of a Presidential Emergency Board on September 29, 1978.

BofRS members employed by N&W respected the picket lines and, even though this action caused hardship and sacrifice for them, demonstrated their belief in trade unionism. The strike lasted 82 days on N&W, and is the longest strike in recent years against any railroad.

When it became necessary for BRAC to expand the strike to railroads participating in the dispute by contributing to N&W through the so-called "mutual aid pact" our members on other properties were able to show their confidence in trade unionism by refusing to cross picket lines to assist the railroads in their efforts to destroy collective bargaining in the railroad industry.

We are extremely proud of the Brotherhood of Railroad Signalmen members who demonstrated their knowledge of trade unionism by refusing to aid and abet the railroads in these trying times. It is a different matter for individuals to sacrifice pay in a labor dispute than for a corporation executive to simply forego a small part of his income from stock dividends during the time a railroad does not operate at full capacity.

During that 82 day period many questions were directed to this office concerning the observance of picket lines and we are reproducing the position of the Grand Executive Council in respect to strikes by other organizations.

We received reports that some carrier officials threatened our members with discipline if the members refused to cross picket lines during the strike. We quote below the last two paragraphs of Third Division NRAB Award No. 19601:

"We cannot agree with Carrier's actions. It is undisputed that the

claimants did not take part in the picket line. Nor did they know whether the strike was legal or illegal. And even if they did know, it is highly unlikely that they could distinguish the two adequately so that they could guide their actions accordingly. It is immaterial that in retrospect it developed that the strike was illegal and there was no violence at the picket line. Hindsight is not enough. It is the subjective belief of claimants on the morning of February 11, 1970 that is the determining factor as to whether or not they were justified in refusing to cross the picket lines.

"From the investigations it was shown that on the morning of February 11, 1970, claimants' fear was well founded. From all the circumstances surrounding the picket lines, we feel that claimants were justified in not crossing them and when Carrier subsequently disciplined claimants for this action it acted arbitrarily and unreasonably. The discipline imposed cannot be allowed to stand."

Our members have again demonstrated to management that when we must exert our collective strength, all railroad labor will stand shoulder to shoulder to cause a resolution of a dispute, regardless of our personal sacrifices.

We again commend our membership for their show of support, and express the appreciation of all railroad labor.

BofRS policy about working during a railroad strike

On August 23, 1978, the Grand Executive Council of the Brotherhood of Railroad Signalmen adopted the following policy:

"It is the policy of the Brotherhood of Railroad Signalmen to support its members in declining to work when another railway labor organization is on strike. When a strike exists, a member should decline to work until pickets have been removed, and the strike is over.

"It is the further policy of the Brotherhood of Railroad Signalmen that the right to decline to work during a strike of another railroad labor organization is a part of the rights of railroad employes guaranteed by the Constitution of the United States, and the Railway Labor Act. The Brotherhood of Railroad Signalmen will support its members in the free exercise of these rights."

Tom Bates

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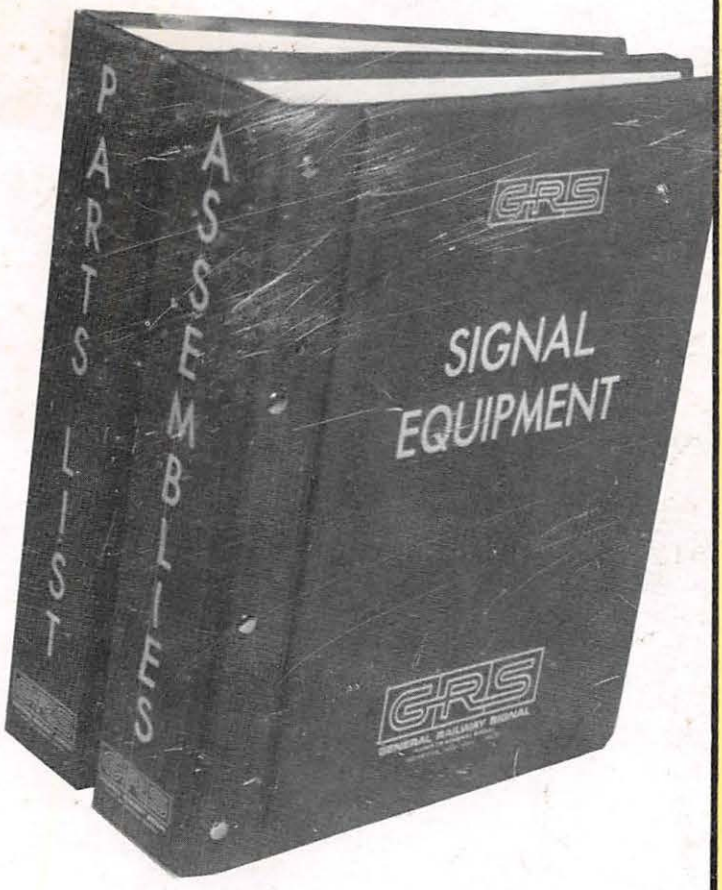

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